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ABSTRACT

Professionals in the Austin (Texas) Independent School District who are on probation or up for contract renewal receive a full evaluation. The evaluation instruments and statistical evaluation summaries in the AISD Professional Personnel Evaluation Program for the school year 1981-82 are provided here. The sample instruments are for teachers, special education teachers, counselors, and librarians in the district. The data processing procedures of the Professional Personnel Evaluation System are described with the type of data used in each teaching area evaluated. Data for the 21 evaluation summaries show evaluator responses in several competency categories, or rate teacher characteristics and skills. Summary areas include: all elementary and secondary classroom teachers, together and as separate groups; three clusters of elementary teachers; elementary teachers in art, music, physical education, band, and orchestra; junior high teachers, senior high teachers, and each by subject; all counselors; all librarians; and special education teachers. Each elementary and secondary campus evaluation is summarized. (CM)

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OFFICE OF RESEARCH AND EVALUATION
AUSTIN INDEPENDENT SCHOOL DISTRICT

Evaluator:
Patsy Totusek, Ph.D.

Evaluation Assistant:
Belinda Olivárez Turner

Data Analyst:
Carol Pankratz

Secretary:
Ruth Fairchild

FINAL TECHNICAL REPORT

1981-82 PROFESSIONAL PERSONNEL EVALUATION SYSTEM

JUNE 30, 1982

Appendixes

Approved:

Freda M. Holley

Freda M. Holley, Ph.D.
Director, Research and Evaluation

Publication No. 81.71

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District Priorities

Appendix A

1981-82 DATA PROCESSING PROCEDURES

1981-82 DATA PROCESSING PROCEDURES

Beginning in 1981-82, professionals on probation or up for contract renewal received a full evaluation while all other professionals received an interim evaluation. This technical report summarizes the ratings given for full evaluations only. All regular and special education teachers, counselors, and librarians receiving full evaluations were evaluated with the instruments shown in Appendix B.

Several steps were taken by the project evaluator in preparation for the data analysis. In mid-May the evaluator requested a printout from the Department of Staff Personnel (Perry Jackson and Bill Hill, contact persons) to assist in the coding and verification activities. This printout included:

> *A list of all regular and special education teachers, counselors, and librarians up for full evaluation by budget location. The following information was shown for each person: pay location, social security number, name, ethnicity, sex, contract/evaluation status, percentage, job code, job name, and budget location. The professionals were grouped within each budget location by job name.*

To facilitate the verification process in 1982-83, it is recommended that all the professionals are listed alphabetically within budget locations, last name first. It is also recommended that individuals serving two or more campuses have all the campuses they serve listed under each school served.

Several meetings were held with the Special Education Supervisor-Staff Personnel (Ann Fields) to determine the most useful method of examining the special education teacher evaluation ratings. It was decided to summarize the data in a manner that would assist the special education supervisors in planning staff development. Job codes and location codes were to be used in grouping the professionals. Since the location codes for special education professionals can be confusing, a second printout was obtained from the Office of Staff Personnel Programmer (Bill Hill). This printout included:

> *A list of all special education professionals up for full evaluation by budget location. The following information was shown for each person: pay location, social security number, name, ethnicity, sex, contract/evaluation status, percentage, job code, job name, and budget location.*

The programmer was reminded to include in the list anyone with the following first two digits in their job code: 59, 58, 56, 48, 47, 45, 25, or 24.

To facilitate the verification of the special education professionals in 1982-83, it is recommended that all the professionals be listed alphabetically within budget locations, last name first.

An outline was developed to guide the data analysis procedures in the development of this technical report. The outline is provided in Attachment A-1. It is recommended that the outline be reviewed in 1982-83 to determine if alterations are necessary.

Summaries were not developed for temporary professionals in that the summaries generated for temporary professionals in previous years have not been utilized. Analyses examining evaluator differences were also not conducted in 1981-82 in that little has been done with these data in the past.

The project evaluator requested and received the completed evaluation forms from the Office of Staff Personnel from May 27 through June 23. Each evaluation form was checked to make sure the proper evaluation instrument had been used and a social security number and location code were present. In some instances special education teachers or individuals on temporary contracts were evaluated on Teacher Evaluation Forms. If a professional had been evaluated on the wrong evaluation instrument, the evaluation form used was excluded from the data analysis. Missing social security numbers or location codes were added when necessary. All handwritten social security numbers were verified. Some special education professionals had two evaluation forms, usually one completed by a principal and one completed by a special education supervisor. In such instances, only the evaluation form completed by the special education supervisor was included in the summaries. The location codes for some special education professionals were changed according to the specifications provided in Attachment A-1. All temporary evaluation forms were pulled and not included in the data analysis.

The data for each professional were prepared in two steps. The first step was to keypunch the professional's social security number, location code, and ratings on the competencies. The card formats for the evaluation instruments are provided in Attachment A-2. The data were keypunched and verified at the Southwest Educational Development Laboratory. The confidentiality of each professional's evaluation was maintained throughout. ORE requested that the evaluation forms be locked in a secure place when not being keypunched or verified.

The Department of Staff Personnel has requested that the evaluation forms be returned to them as soon as possible, and in the same order in which ORE received them. In general, this means the forms should be grouped alphabetically by school. Each Assistant Director of Staff Personnel should be given the schools he/she is accountable for. This means a list of the schools received from each Assistant Director must be kept as the evaluation forms are received. A tally must also be kept of the schools which have turned in their evaluation forms. Several school were very late in 1982, and would have been omitted from the analyses had not a tally been kept.

In the second step, the District Priorities Programmer added job codes to the file created in step one by using the District's Employee Master Record File. Permission to use the Employee Master Record File was obtained from the Office of Staff Personnel (Perry Jackson).

The data tape and programs are stored on the AISD system. Attachment A-3 is a flowchart of all the activities involved in processing and analyzing the 1981-82 evaluation ratings. It was developed by the District Priorities Programmer (Carol Pankratz) to document all procedures, programs, and output.

Professional Personnel Evaluation System, 1981-82
Final Technical Report

A. Data Processing Procedures
  1. Description of Preparation of Data for Keypunch
  2. Description of Other File Preparations
  3. Flow Chart of Programs by Task

B. Copy of all Professional Personnel Evaluation Instruments

C. Teacher Evaluation Form - All Teachers
  1. Mean Score by Category
  2. Top 10 Competencies
  3. Bottom 10 Competencies
  4. Bar Graph
  5. Table

D. Teacher Evaluation Form - Elementary Teachers
  1. Mean Score by Category
  2. Top 10 Competencies
  3. Bottom 10 Competencies
  4. Bar Graph
  5. Table

E. Teacher Evaluation Form - Elementary Teachers - Cluster #1
  1. Bar Graph
  2. Table

F. Teacher Evaluation Form - Elementary Teachers - Cluster #2
  1. Bar Graph
  2. Table

G. Teacher Evaluation Form - Elementary Teachers - Cluster #3
  1. Bar Graph
  2. Table

H. Teacher Evaluation Form - Elementary Teachers
  1. Art Teachers
    Bar Graph
    Table
  2. Music Teachers
    Bar Graph
    Table
  3. Physical Education Teachers
    Bar Graph
    Table
  4. Band and Orchestra
    Bar Graph
    Table

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I. Teacher Evaluation Form - Junior High Teachers
   1. Mean Score by Category
   2. Top 10 Competencies
   3. Bottom 10 Competencies
   4. Bar Graph
   5. Table

J. Teacher Evaluation Form - Sr. High Teachers
   1. Mean Score by Category
   2. Top 10 Competencies
   3. Bottom 10 Competencies
   4. Bar Graph
   5. Table

K. Teacher Evaluation Form - Junior High by Subject Area
   For Each Subject Area
   1. Bar Graph
   2. Table

L. Teacher Evaluation Form - Sr. High by Subject Area
   For Each Subject Area
   A. Bar Graph
   B. Table

M. Counselor Evaluation Form - All
   1. Mean Score by Category
   2. Top 10 Competencies
   3. Bottom 10 Competencies
   4. Bar Graph
   5. Table

N. Librarian Evaluation Form - All
   1. Mean Score by Category
   2. Top 10 Competencies
   3. Bottom 10 Competencies
   4. Bar Graph
   5. Table

O. Special Education Teachers - Total Population
   (Include anyone evaluated with special education form)
   1. Bar Graph
   2. Table
   3. Ranked Competencies

P. Special Education Teachers - Elementary Campuses
   (Include anyone evaluated with special education form with a 45 in the first two digits of job code)
   1. Bar Graph
   2. Table
   3. Ranked Competencies

Q. Special Education Teachers - Elementary Special Education Campuses
(Include anyone evaluated with special education form with 47 job code)
1. Bar Graph
2. Table
3. Ranked Competencies

R. Special Education Teachers - Elementary Special Education Itinerant
(Include anyone evaluated with special education form with 48 job code)
1. Bar Graph
2. Table
3. Ranked Competencies

S. Special Education Teachers - Secondary Campuses
(Include anyone evaluated with special education form with 56 or 58 job code)
1. Bar Graph
2. Table
3. Ranked Competencies

T. Special Education Teachers - Secondary Special Education Campus (Clifton Center)
(Include anyone evaluated with a special education form with job code 59, and at location #258)
1. Bar Graph
2. Table
3. Ranked Competencies

U. Special Education Teachers - All Level Special Education Itinerant
(Include anyone evaluated with special education form with 24 job code)
1. Bar Graph
2. Table
3. Ranked Competencies

V. Special Education Teachers - All Level Special Education Campuses
Select all evaluated with special education form and with 25 job code, and print bar graph, table, and ranked competencies for each of the following groups:
1. All Level Special Education Campuses - Developmental Center
(Location Code = 251)
2. All Level Special Education Campuses - Austin State Hospital
(Location Code = 250)
3. All Level Special Education Campuses - Cresthaven
(Location Code = 261)
4. All Level Special Education Campuses
DAC (Location Code = 252)
5. All Level Special Education Campuses - Mary Lee
(Location Code = 255)
6. All Level Special Education Campuses - Other Locations
(Include everyone with a 25 job code at locations 259, 840, and 156)

Recoded Locations on Special Education Teacher Evaluation Form*

From	To	For Anyone at Budget Location
251	261	Cresthaven
840	250	Austin State Hospital
840	255	Mary Lee

Change location of Kerry Fleenor from 251 to 840

*These coding changes were necessary in order to avoid duplicate location codes and to allow selection of specific groups.

W. For Each Elementary, Junior High, and Senior High School
  1. Bar Graph
  2. Table
  3. Ranked Competencies

X. Description of Projected Dissemination Procedures

FILE ID A / S / V

CARD FILE LAYOUT

LOCATION:

Page 1 of 1

PROGRAM: District Priorities

____AISD____

YEAR: 1981-82

____UT PF____, ____, ____
acct. pass. file name

CONTENTS: Teacher Evaluation Form

Field	Columns	Description
	1-3	File ID: ASV
	4-12	Social Security Number
	13-15	Location or School Code
	16-24	Competency Ratings for IA (1-9)
	25-27	Competency Ratings for IB (1-3)
	28-32	Competency Ratings for IIA (1-5)
	33-44	Competency Ratings for IIB (1-12)
	45-52	Competency Ratings for IIC (1-8)
	53-61	Competency Ratings for III (1-9)
	70-73	AISD Job Code
		On the competencies, punch 9 when there is an X.

Attachment A-2
(Page 1 of 4)

FILE ID A / S / W

CARD FILE LAYOUT

LOCATION:

Page 1 of 1

PROGRAM: District Priorities

_____AISD_____

YEAR: 1981-82

_____UT PF_____,_____,_____
acct. pass. file name

81.71

CONTENTS: Special Education Teacher Evaluation Form

Field	Columns	Description
	1-3	File ID: ASW
	4-12	Social Security Number
	13-15	Location or School Code
	16-24	Competency Ratings for IA (1-9)
	25-27	Competency Ratings for IB (1-3)
	28-32	Competency Ratings for IIA (1-5)
	33-44	Competency Ratings for IIB (1-12)
	45-52	Competency Ratings for IIC (1-8)
	53-61	Competency Ratings for III (1-9)
	62-69	Competency Ratings for IV (1-8)
	70-73	AISD Job Code
		Punch 9 when there is an X on the competencies.

Attachment A-2
(Continued, page 2 of 4)

FILE ID A / S / X

CARD FILE LAYOUT

LOCATION:

Page 1 of 1

PROGRAM: District Priorities

____AISD____

YEAR: 1981-82

____UT PF____,____,____
acct. pass. file name

CONTENTS: Counselor Evaluation Form

Field	Columns	Description
	1-3	File ID: ASX
	4-12	Social Security Number
	13-15	Location or School Code
	16-27	Competency Ratings for IA (1-12)
	28-29	Competency Ratings for IB (1-2)
	30-34	Competency Ratings for IIA (1-5)
	35-39	Competency Ratings for IIB (1-5)
	40-41	Competency Ratings for IIC (1-2)
	42-53	Competency Ratings for IID (1-12)
	54-59	Competency Ratings for III (1-6)
	70-73	AISD Job Code
		Punch 9 for an X on the competencies.

FILE ID A / S / Y

CARD FILE LAYOUT

LOCATION:

Page 1 of 1

PROGRAM: District Priorities

____AISD

____UT PF____,____,____
acct. pass. file name

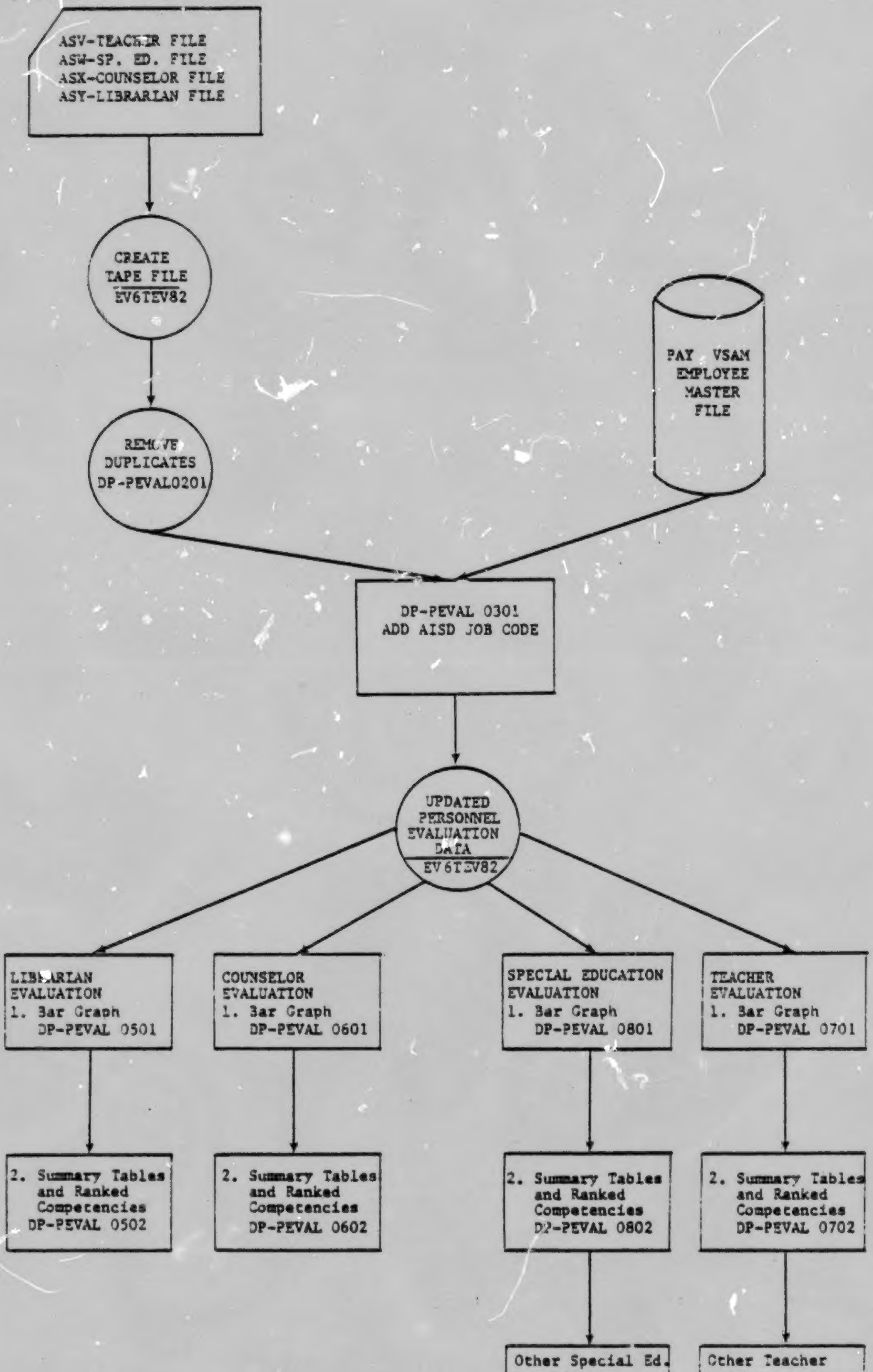
YEAR: 1981-82

CONTENTS: Librarian Evaluation Form

Field	Columns	Description
	1-3	File ID: ASY
	4-12	Social Security Number
	13-15	Location or School Code
	16-27	Competency Ratings for IA (1-12)
	28-30	Competency Ratings for IB (1-3)
	31-34	Competency Ratings for IIA (1-4)
	35-39	Competency Ratings for IIB (1-5)
	40-44	Competency Ratings for IIC (1-5)
	45-56	Competency Ratings for IID (1-12)
	57-65	Competency Ratings for III (1-9)
	70-73	AISD Job Code
		Punch 9 for an X on the competencies.

Attachment A-2
(Continued, page 4 of 4)

Attachment A-3


ASV-TEACHER FILE
ASW-SP. ED. FILE
ASX-COUNSELOR FILE
ASY-LIBRARIAN FILE
CREATE TAPE FILE
EV6TEV82
REMOVE DUPLICATES
DP-PEVAL0201
PAY VSAM EMPLOYEE MASTER FILE
DP-PEVAL 0301
ADD AISD JOB CODE
UPDATED PERSONNEL EVALUATION DATA
EV6TEV82
LIBRARIAN EVALUATION
1. Bar Graph DP-PEVAL 0501
COUNSELOR EVALUATION
1. Bar Graph DP-PEVAL 0601
SPECIAL EDUCATION EVALUATION
1. Bar Graph DP-PEVAL 0801
TEACHER EVALUATION
1. Bar Graph DP-PEVAL 0701
2. Summary Tables and Ranked Competencies DP-PEVAL 0502
2. Summary Tables and Ranked Competencies DP-PEVAL 0602
2. Summary Tables and Ranked Competencies DP-PEVAL 0802
2. Summary Tables and Ranked Competencies DP-PEVAL 0702
Other Special Ed. breakdowns are programs under DP-PEVAL 08.
Other Teacher breakdowns are programs under DP-PEVAL 07, 09, 10, 11

District Priorities

Appendix B

PROFESSIONAL PERSONNEL EVALUATION INSTRUMENTS

23

Form [illegible]

AUSTIN INDEPENDENT SCHOOL DISTRICT

19 ☐☐

TEACHER EVALUATION FORM

Last Name ☐☐☐☐☐☐☐☐☐☐☐☐☐☐

First Name ☐☐☐☐☐☐☐☐☐☐☐☐

M.I. ☐

Social Security Number ☐☐☐☐☐☐☐☐☐

Grade or Subject ____________________

School/Location ____________________

School Code ☐☐☐

Circle the appropriate status below:

PRESENT CONTRACT STATUS—PROBATIONARY TERM: 1P1 1P2 1P3 1P4 P1 3 2 1 1R 2R

PRESENT EVALUATION STATUS—GRANT CONTRACT: 1G1 1G2 1G3 3GT 2GT 1GT 1GR 2GR

Directions:
The following statements describe the teacher who achieves success. Based on performance information, the evaluator estimates the teacher's effectiveness in meeting each of the criteria. Circle the number or letter which most nearly describes the teacher's attainment of the criterion. After having reviewed the ratings, the evaluatee may place a check in the final column if there is a disagreement.

COMPETENCIES	Insufficient Information	Outstanding	Strong	Good/Expected	Minimally Acceptable	Unacceptable	Not Applicable	Disagree
I. PERSONAL AND PROFESSIONAL QUALITIES								
A. Personal Qualities								
1. Is punctual.	X	5	4	3	2	1	0	
2. [illegible]ysically capable of performing assigned tasks.	X	5	4	3	2	1	0	
3. Exhibits poise and self-control.	X	5	4	3	2	1	0	
4. Presents an effective role model.	X	5	4	3	2	1	0	
5. Uses common sense/behaves reasonably.	X	5	4	3	2	1	0	
6. Shows enthusiasm for work.	X	5	4	3	2	1	0	
7. Exhibits an overall positive attitude.	X	5	4	3	2	1	0	
8. Demonstrates professional growth.	X	5	4	3	2	1	0	
9. Works effectively with teachers, student teachers, and support personnel.	X	5	4	3	2	1	0	
B. Procedural and Recordkeeping Skills								
1. Complies with all policies and procedures.	X	5	4	3	2	1	0	
2. Keeps school records and reports up-to-date and accurate.	X	5	4	3	2	1	0	
3. Documents student progress effectively.	X	5	4	3	2	1	0	
II. TEACHING EFFECTIVENESS								
A. Expertise in Basic Skills and Subject Areas								
1. Uses the basic essentials of standard English in oral and written communications and in spelling.	X	5	4	3	2	1	0	
2. Uses the basic essentials of mathematics skills and concepts.	X	5	4	3	2	1	0	
3. Has knowledge and broad background in subjects taught.	X	5	4	3	2	1	0	
4. Presents information verbally in a clear and understandable fashion.	X	5	4	3	2	1	0	
5. Teaches lessons and units that reflect the AISD curricula.	X	5	4	3	2	1	0	
B. Instructional Skills								
1. Diagnoses individual and class difficulties.	X	5	4	3	2	1	0	
2. Plans instruction around needed student competencies.	X	5	4	3	2	1	0	
3. Designs lessons incorporating a variety of materials, instructional techniques, and learning activities.	X	5	4	3	2	1	0	
4. Designs lessons and units with clear, logical, and sequential content.	X	5	4	3	2	1	0	
5. Prepares written lesson plans with instructional objectives which are evident to students and self.	X	5	4	3	2	1	0	

COMPETENCIES	Insufficient Information	Outstanding	Strong	Good/Expected	Minimally Acceptable	Unacceptable	Not Applicable	Disagree
B. Instructional Skills (Cont.)								
6. Makes clear to students standards for learning performance.	X	5	4	3	2	1	0	
7. Presents subject matter appropriate to the needs, abilities, and interests of students.	X	5	4	3	2	1	0	
8. Employs creative and imaginative approaches to teaching.	X	5	4	3	2	1	0	
9. Utilizes a variety of questioning strategies.	X	5	4	3	2	1	0	
10. Prepares appropriate test and evaluation activities to measure student learning.	X	5	4	3	2	1	0	
11. Interprets test data and evaluation activities accurately.	X	5	4	3	2	1	0	
12. Reports test and evaluation data competently to parents.	X	5	4	3	2	1	0	
C. Classroom Management Skills								
1. Maintains class control in an atmosphere conducive to learning.	X	5	4	3	2	1	0	
2. Is prepared to begin teaching at the beginning of each class period.	X	5	4	3	2	1	0	
3. Organizes class routines so little time is lost in transition from one learning activity to another.	X	5	4	3	2	1	0	
4. Allocates time to include presentation of all appropriate content.	X	5	4	3	2	1	0	
5. Practices positive reinforcement techniques.	X	5	4	3	2	1	0	
6. Uses a variety of motivational strategies.	X	5	4	3	2	1	0	
7. Involves all students in learning activities.	X	5	4	3	2	1	0	
8. Provides enrichment activities for all students who complete assigned work.	X	5	4	3	2	1	0	
III. STUDENT/TEACHER RELATIONSHIPS								
1. Fosters positive self-images in students.	X	5	4	3	2	1	0	
2. Fosters students' self-control and self-direction.	X	5	4	3	2	1	0	
3. Is consistent in relationships with students.	X	5	4	3	2	1	0	
4. Treats students impartially.	X	5	4	3	2	1	0	
5. Is adaptable in dealing with individual and cultural differences.	X	5	4	3	2	1	0	
6. Communicates with students accurately, sympathetically, and with understanding.	X	5	4	3	2	1	0	
7. Recognizes and responds to contributions of students.	X	5	4	3	2	1	0	
8. Respects students' rights and encourages clear areas of responsibility.	X	5	4	3	2	1	0	
9. Moves around the room to facilitate individual learning.	X	5	4	3	2	1	0	

[illegible]

PAGE 2 of 2

EVALUATOR'S GENERAL EVALUATION STATEMENT—Summary statement concerning overall competency, including statements as to unusual strengths and/or weaknesses.

EVALUATOR'S RECOMMENDATION OF WHAT EVALUATEE NEEDS TO DO TO IMPROVE:

EVALUATEE'S COMMENTS—Summary statement of disagreement with any of the competency ratings.

I have read this evaluation, and after a conference with my immediate supervisor concerning it, I have received a copy of the completed evaluation instrument.

Signature of Evaluatee ________________ Date ________

EVALUATOR'S RECOMMENDATION ON CONTRACT STATUS:

1. To second year probation. —
2. To third year probation. —
3. To fourth year probation. —
4. To three year contract. —
5. To one year or two year contract (approaching age 70). —
6. Return to one year probation. —
7. Change from temporary to contractual status. —
8. Retiring. —
9. Resigning. —
10. Should not be reemployed. —
11. Should be reemployed on Grant status, if funding permits. —

Signature of Evaluator ________________ Date ________

[illegible]

AUSTIN INDEPENDENT SCHOOL DISTRICT

SPECIAL EDUCATION TEACHER EVALUATION FORM

19☐☐

Last Name ☐☐☐☐☐☐☐☐☐☐☐☐☐☐ First Name ☐☐☐☐☐☐☐☐☐☐☐☐ M.I. ☐

Social Security Number ☐☐☐☐☐☐☐☐☐ Grade or Subject ____________ School Code ☐☐☐

School/Location ____________

Circle the appropriate status below:

PRESENT CONTRACT STATUS—PROBATIONARY/TERM: 1P1 1P2 1P3 1P4 P1 3 2 1 1R 2R

PRESENT EVALUATION STATUS—GRANT CONTRACT: 1G1 1G2 1G3 3GT 2GT 1GT 1GR 2GR

Directions:
The following statements describe the special education teacher who achieves success. Based on performance information, the evaluator estimates the special education teacher's effectiveness in meeting each of the criteria. Circle the number or letter which most nearly describes the special education teacher's attainment of the criterion. After having reviewed the ratings, the evaluatee may place a check in the final column if there is a disagreement.

COMPETENCIES	Insufficient Information	Outstanding	Strong	Good/Expected	Minimally Acceptable	Unacceptable	Not Applicable	Disagrees
I. PERSONAL AND PROFESSIONAL QUALITIES								
A. Personal Qualities								
1. Is punctual.	X	5	4	3	2	1	0	
2. Is physically capable of performing assigned tasks.	X	5	4	3	2	1	0	
3. Exhibits poise and self-control.	X	5	4	3	2	1	0	
4. Presents an effective role model.	X	5	4	3	2	1	0	
5. Uses common sense; behaves professionally.	X	5	4	3	2	1	0	
6. Shows enthusiasm for work.	X	5	4	3	2	1	0	
7. Exhibits an overall positive attitude.	X	5	4	3	2	1	0	
8. Demonstrates professional growth.	X	5	4	3	2	1	0	
9. Works effectively with teachers, student teachers, and support personnel.	X	5	4	3	2	1	0	
B. Procedural and Recordkeeping Skills								
1. Complies with all policies and procedures.	X	5	4	3	2	1	0	
2. Keeps school records and reports up-to-date and accurate.	X	5	4	3	2	1	0	
3. Documents student progress effectively.	X	5	4	3	2	1	0	
II. TEACHING EFFECTIVENESS								
A. Expertise in Basic Skills and Subject Areas								
1. Uses the basic elements of standard English in oral and written communications and in spelling.	X	5	4	3	2	1	0	
2. Uses the basic elements of mathematics skills and concepts.	X	5	4	3	2	1	0	
3. Has knowledge and broad background in subjects taught.	X	5	4	3	2	1	0	
4. Presents information verbally in a clear and understandable fashion.	X	5	4	3	2	1	0	
5. Teaches lessons and units that reflect the AISD curriculum.	X	5	4	3	2	1	0	
B. Instructional Skills								
1. Diagnoses individual and class difficulties.	X	5	4	3	2	1	0	
2. Plans instruction around needed student competencies.	X	5	4	3	2	1	0	
3. Designs lessons incorporating a variety of materials, instructional techniques, and learning activities.	X	5	4	3	2	1	0	
4. Designs lessons and units with clear, logical, and sequential content.	X	5	4	3	2	1	0	
5. Prepares written lesson plans with instructional objectives which are evident to students and self.	X	5	4	3	2	1	0	
6. Makes clear to students standards for learning performance.	X	5	4	3	2	1	0	
7. Presents subject matter appropriate to the needs, abilities, and interests of students.	X	5	4	3	2	1	0	
8. Employs creative and imaginative approaches to teaching.	X	5	4	3	2	1	0	
9. Utilizes a variety of questioning strategies.	X	5	4	3	2	1	0	
B. Instructional Skills (Cont.)								
10. Prepares appropriate test and evaluation activities to measure student learning.	X	5	4	3	2	1	0	
11. Interprets own tests and evaluation activities accurately.	X	5	4	3	2	1	0	
12. Reports test and evaluation data competently to parents.	X	5	4	3	2	1	0	
C. Classroom Management Skills								
1. Maintains class control in an atmosphere conducive to learning.	X	5	4	3	2	1	0	
2. Is prepared to begin teaching at the beginning of each class period.	X	5	4	3	2	1	0	
3. Organizes class routines so little time is lost in transitions from one learning activity to another.	X	5	4	3	2	1	0	
4. Allocates time to include presentation of all appropriate content.	X	5	4	3	2	1	0	
5. Practices positive reinforcement techniques.	X	5	4	3	2	1	0	
6. Uses a variety of instructional strategies.	X	5	4	3	2	1	0	
7. Involves all students in learning activities.	X	5	4	3	2	1	0	
8. Provides enrichment activities for all students who complete assigned work.	X	5	4	3	2	1	0	
III. STUDENT/TEACHER RELATIONSHIPS								
1. Fosters positive self-images in students.	X	5	4	3	2	1	0	
2. Fosters students' self-control and self-direction.	X	5	4	3	2	1	0	
3. Is consistent in relationships with students.	X	5	4	3	2	1	0	
4. Treats students impartially.	X	5	4	3	2	1	0	
5. Is adaptable in dealing with individual and cultural differences.	X	5	4	3	2	1	0	
6. Communicates with students accurately, comprehensively, and with understanding.	X	5	4	3	2	1	0	
7. Recognizes and responds to contributions of students.	X	5	4	3	2	1	0	
8. Respects students' rights and encourages their sense of responsibility.	X	5	4	3	2	1	0	
9. Moves around the room to facilitate individual learning.	X	5	4	3	2	1	0	
IV. SPECIAL EDUCATION COMPETENCIES								
1. Ensures that all students have individual educational plans.	X	5	4	3	2	1	0	
2. Follows formal and informal diagnostic procedures in assessing students' strengths and weaknesses.	X	5	4	3	2	1	0	
3. Evaluates and updates individual student plans regularly.	X	5	4	3	2	1	0	
4. Instructs each student in accordance with the individual educational plan.	X	5	4	3	2	1	0	
5. Maintains familiarity with and utilizes local resources for exceptional children.	X	5	4	3	2	1	0	
6. Conducts parent conferences effectively.	X	5	4	3	2	1	0	
7. Coordinates special education services with other teachers and staff.	X	5	4	3	2	1	0	
8. Participates actively and effectively in the review process for each student.	X	5	4	3	2	1	0	

[illegible] **PAGE 2 of 2**

EVALUATOR'S GENERAL EVALUATION STATEMENT—Summary statement concerning overall competency, including statements as to unusual strengths and/or weaknesses.

EVALUATOR'S RECOMMENDATION OF WHAT EVALUATEE NEEDS TO DO TO IMPROVE:

EVALUATEE'S COMMENTS—Summary statement of disagreement with any of the competency ratings.

I have read this evaluation, and after a conference with my immediate supervisor concerning it, I have received a copy of the completed evaluation instrument.

Signature of Evaluatee ______________________ Date ____________

EVALUATOR'S RECOMMENDATION ON CONTRACT STATUS:

1. To second year probation. ___
2. To third year probation. ___
3. To fourth year probation. ___
4. To three year contract. ___
5. To one year or two year contract (approaching age 70). ___
6. Return to one year probation. ___
7. Change from temporary to contractual status. ___
8. Retiring. ___
9. Resigning. ___
10. Should not be reemployed. ___
11. Should be reemployed on Grant status, if funding permits. ___

Signature of Evaluator ______________________ Date ____________

Form 273 (6/79)

AUSTIN INDEPENDENT SCHOOL DISTRICT

COUNSELOR EVALUATION FORM

19☐☐

Last Name ☐☐☐☐☐☐☐☐☐☐☐☐☐☐

First Name ☐☐☐☐☐☐☐☐☐☐☐☐

M.I. ☐

Social Security Number ☐☐☐☐☐☐☐☐☐

Grade or Subject ______________________

School/Location ______________________

School Code ☐☐☐

Circle the appropriate status below:

PRESENT CONTRACT STATUS—PROBATIONARY/TERM: 1P1 1P2 1P3 1P4 P1. 3 2 1 1R 2R

PRESENT EVALUATION STATUS—GRANT CONTRACT: 1G1 1G2 1G3 3GT 2GT 1GT 1GR 2GR

Directions:
The following statements describe the counselor who achieves success. Based on performance information, the evaluator estimates the counselor's effectiveness in meeting each of the criteria. Circle the number or letter which most nearly describes the counselor's attainment of the criterion. After having reviewed the ratings, the evaluatee may place a check in the final column if there is a disagreement.

COMPETENCIES	Insufficient Information	Outstanding	Strong	Good/Expected	Minimally Acceptable	Unacceptable	Not Applicable	Disagree
I. PERSONAL AND PROFESSIONAL QUALITIES								
A. Personal Qualities								
1. Is punctual.	X	5	4	3	2	1	0	
2. Is physically capable of performing assigned tasks.	X	5	4	3	2	1	0	
3. Exhibits poise and self-control.	X	5	4	3	2	1	0	
4. Presents an effective role model.	X	5	4	3	2	1	0	
5. Uses common sense; behaves realistically.	X	5	4	3	2	1	0	
6. Uses good judgment.	X	5	4	3	2	1	0	
7. Demonstrates a sense of humor.	X	5	4	3	2	1	0	
8. Shows enthusiasm for work.	X	5	4	3	2	1	0	
9. Shows initiative and imagination.	X	5	4	3	2	1	0	
10. Exhibits an overall positive attitude.	X	5	4	3	2	1	0	
11. Demonstrates professional growth.	X	5	4	3	2	1	0	
12. Works effectively with administrators, teachers, student teachers, and support staff.	X	5	4	3	2	1	0	
B. Procedural and Recordkeeping Skills								
1. Complies with all policies and procedures.	X	5	4	3	2	1	0	
2. Keeps school records and reports up-to-date and accurate.	X	5	4	3	2	1	0	
II. COUNSELING EFFECTIVENESS								
A. Expertise in Basic Skills and Subject Areas								
1. Uses the basic essentials of standard English in oral and written communications and in spelling.	X	5	4	3	2	1	0	
2. Uses the basic essentials of mathematics skills and concepts.	X	5	4	3	2	1	0	
3. Presents information verbally in a clear and understandable fashion.	X	5	4	3	2	1	0	
4. Has knowledge and a broad background in counseling.	X	5	4	3	2	1	0	
5. Keeps well informed and up-to-date on counseling theory, practices, and procedures.	X	5	4	3	2	1	0	
B. Assessment Skills								
1. Diagnoses individual and group difficulties, problems.	X	5	4	3	2	1	0	
2. Coordinates/administers standardized tests properly.	X	5	4	3	2	1	0	
3. Interprets test and evaluation data accurately.	X	5	4	3	2	1	0	
4. Reports test and evaluation data competently.	X	5	4	3	2	1	0	
5. Plans a guidance program based on school needs.	X	5	4	3	2	1	0	

COMPETENCIES	Insufficient Information	Outstanding	Strong	Good/Expected	Minimally Acceptable	Unacceptable	Not Applicable	Disagree
C. Management Skills								
1. Uses a variety of motivational strategies.	X	5	4	3	2	1	0	
2. Practices positive reinforcement techniques.	X	5	4	3	2	1	0	
D. Counselor Competencies								
1. Communicates an accurate picture of available counseling services.	X	5	4	3	2	1	0	
2. Provides effective personal counseling services to students on an individual basis.	X	5	4	3	2	1	0	
3. Provides effective personal counseling services to students in a group setting, if appropriate.	X	5	4	3	2	1	0	
4. Conducts an effective guidance program.	X	5	4	3	2	1	0	
5. Provides accurate information in the academic advising process, i.e., course selection, graduation requirements, and college entrance requirements.	X	5	4	3	2	1	0	
6. Works with the appropriate resource person(s) to provide students with realistic information about courses.	X	5	4	3	2	1	0	
7. Provides accurate and realistic information on job opportunities and job placement services.	X	5	4	3	2	1	0	
8. Provides accurate information on vocational training opportunities.	X	5	4	3	2	1	0	
9. Consults with administrators, teachers, and students in solving behavior and learning problems.	X	5	4	3	2	1	0	
10. Facilitates parents' and student's understanding and knowledge of student's abilities and potential.	X	5	4	3	2	1	0	
11. Works with students and parents on referral for professional counseling services, when appropriate.	X	5	4	3	2	1	0	
12. Utilizes school and community resources as referrals when appropriate.	X	5	4	3	2	1	0	
III. STUDENT/COUNSELOR RELATIONSHIPS								
1. Fosters positive self-images in students.	X	5	4	3	2	1	0	
2. Fosters students' self-control and self-direction.	X	5	4	3	2	1	0	
3. Is consistent in relationships with students.	X	5	4	3	2	1	0	
4. Is adaptable in dealing with individual and cultural differences.	X	5	4	3	2	1	0	
5. Respects students' rights and encourages their sense of responsibility.	X	5	4	3	2	1	0	
6. Communicates accurately with students in a warm and sympathetic manner.	X	5	4	3	2	1	0	

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PAGE 2 of 2

EVALUATOR'S GENERAL EVALUATION STATEMENT—Summary statement concerning overall competency, including statements as to unusual strengths and/or weaknesses.

EVALUATOR'S RECOMMENDATION OF WHAT EVALUATEE NEEDS TO DO TO IMPROVE:

EVALUATEE'S COMMENTS—Summary statement of disagreement with any of the competency ratings.

I have read this evaluation, and after a conference with my immediate supervisor concerning it, I have received a copy of the completed evaluation instrument.

Signature of Evaluatee ______ Date ______

EVALUATOR'S RECOMMENDATION ON CONTRACT STATUS:

1. To second year probation. —
2. To third year probation. —
3. To fourth year probation. —
4. To three year contract. —
5. To one year or two year contract (approaching age 70). —
6. Return to one year probation. —
7. Change from temporary to contractual status. —
8. Retiring. —
9. Resigning. —
10. Should not be reemployed. —
11. Should be reemployed on Grant status, if funding permits. —

Signature of Evaluator ______ Date ______

5

[illegible]

AUSTIN INDEPENDENT SCHOOL DISTRICT

LIBRARIAN EVALUATION FORM

19 ☐☐

Last Name ☐☐☐☐☐☐☐☐☐☐☐☐☐☐ First Name ☐☐☐☐☐☐☐☐☐☐☐☐ M.I. ☐

Social Security Number ☐☐☐☐☐☐☐☐☐

Grade or Subject ____________________

School/Location ____________________

School Code ☐☐☐

Circle the appropriate status below:

PRESENT CONTRACT STATUS—PROBATIONARY/TERM: 1P1 1P2 1P3 1P4 P1 3 2 1 1R 2R

PRESENT EVALUATION STATUS—GRANT CONTRACT: 1G1 1G2 1G3 3GT 2GT 1GT 1GR 2GR

Directions:
The following statements describe the librarian who achieves success. Based on performance information, the evaluator estimates the librarian's effectiveness in meeting each of the criteria. Circle the number or letter which most nearly describes the librarian's attainment of the criterion. After having reviewed the ratings, the evaluatee may place a check in the final column if there is a disagreement.

COMPETENCIES	Insufficient Information	Outstanding	Strong	Good/Expected	Minimally Acceptable	Unacceptable	Not Applicable	Disagree
I. PERSONAL AND PROFESSIONAL QUALITIES								
A. Personal Qualities								
1. Is punctual.	X	5	4	3	2	1	0	
2. Is physically capable of performing assigned tasks.	X	5	4	3	2	1	0	
3. Exhibits poise and self-control.	X	5	4	3	2	1	0	
4. Presents an effective role model.	X	5	4	3	2	1	0	
5. Uses common sense, behaves realistically.	X	5	4	3	2	1	0	
6. Demonstrates a sense of humor.	X	5	4	3	2	1	0	
7. Shows enthusiasm for work.	X	5	4	3	2	1	0	
8. Shows initiative and imagination.	X	5	4	3	2	1	0	
9. Exhibits an overall positive attitude.	X	5	4	3	2	1	0	
10. Demonstrates professional growth (e.g., participates in district in-service).	X	5	4	3	2	1	0	
11. Maintains an appropriate appearance.	X	5	4	3	2	1	0	
12. Works effectively with teachers, student librarians, and support personnel.	X	5	4	3	2	1	0	
B. Procedural and Recordkeeping Skills								
1. Complies with all policies and procedures.	X	5	4	3	2	1	0	
2. Keeps school records and reports up-to-date and accurate.	X	5	4	3	2	1	0	
3. Documents student progress effectively.	X	5	4	3	2	1	0	
II. LIBRARIAN EFFECTIVENESS								
A. Expertise in Basic Skills and Subject Areas								
1. Uses the basic essentials of standard English in oral and written communications and in spelling.	X	5	4	3	2	1	0	
2. Has knowledge and a broad background in library science.	X	5	4	3	2	1	0	
3. Is well informed concerning latest developments in content fields.	X	5	4	3	2	1	0	
4. Presents information verbally in a clear and understandable fashion.	X	5	4	3	2	1	0	
B. Instructional Skills								
1. Diagnoses individual and class difficulties.	X	5	4	3	2	1	0	
2. Plans instruction around needed student competencies.	X	5	4	3	2	1	0	
3. Makes clear to students standards for learning performance.	X	5	4	3	2	1	0	
4. Employs creative and imaginative approaches to teaching.	X	5	4	3	2	1	0	
5. Prepares appropriate tests and evaluation activities to measure student learning.	X	5	4	3	2	1	0	
C. Management Skills								
1. Uses a variety of motivational strategies.	X	5	4	3	2	1	0	
2. Gives careful attention to the physical condition and appearance of the library media center.	X	5	4	3	2	1	0	
3. Uses behavior management techniques which minimize behavior problems.	X	5	4	3	2	1	0	

COMPETENCIES	Insufficient Information	Outstanding	Strong	Good/Expected	Minimally Acceptable	Unacceptable	Not Applicable	Disagree
C. Management Skills (Cont.)								
4. Practices positive reinforcement techniques.	X	5	4	3	2	1	0	
5. Maintains a reasonable noise level.	X	5	4	3	2	1	0	
D. Librarian Competencies								
1. Selects, with staff and student input, appropriate books, audio-visual materials, periodicals, and other materials.	X	5	4	3	2	1	0	
2. Maintains library resources (books, audio-visual equipment, A-V materials, and other library materials).	X	5	4	3	2	1	0	
3. Organizes and arranges library resources for ready access.	X	5	4	3	2	1	0	
4. Assists and instructs teachers and students in the effective utilization of all library resources, equipment, and services (i.e., library reference skills).	X	5	4	3	2	1	0	
5. Makes available to staff, materials from outside the school's library media center, i.e., from the AISD Professional Library, AISD Media Production Services, Education Service Center, Region XIII, KLRN-educational television.	X	5	4	3	2	1	0	
6. Acquaints school staff with the materials and resources in the library media center.	X	5	4	3	2	1	0	
7. Follows the procedures of the *AISD Guide to Library and Media Services.*	X	5	4	3	2	1	0	
8. Uses parents and other volunteers in providing library services.	X	5	4	3	2	1	0	
9. Maintains circulation procedures which result in a high rate of return of materials.	X	5	4	3	2	1	0	
10. Arranges exhibits and displays reflecting changing school and classroom themes.	X	5	4	3	2	1	0	
11. Encourages use of library resources (i.e., through exhibits, displays of student work).	X	5	4	3	2	1	0	
12. Uses flexible scheduling to meet the needs of students and school staff.	X	5	4	3	2	1	0	
III. STUDENT/LIBRARIAN RELATIONSHIPS								
1. Fosters positive self-images in students.	X	5	4	3	2	1	0	
2. Fosters students' self-control and self-direction.	X	5	4	3	2	1	0	
3. Is consistent in relationships with students.	X	5	4	3	2	1	0	
4. Treats students impartially.	X	5	4	3	2	1	0	
5. Is adaptable in dealing with individual and cultural differences.	X	5	4	3	2	1	0	
6. Communicates with students sympathetically, accurately, and with understanding.	X	5	4	3	2	1	0	
7. Recognizes and responds to contributions of students.	X	5	4	3	2	1	0	
8. Respects students' rights and encourages their sense of responsibility.	X	5	4	3	2	1	0	
9. Establishes a warm relationship with students.	X	5	4	3	2	1	0	

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PAGE 2 of 2

EVALUATOR'S GENERAL EVALUATION STATEMENT—Summary statement concerning overall competency, including statements as to unusual strengths and/or weaknesses.

EVALUATOR'S RECOMMENDATION OF WHAT EVALUATEE NEEDS TO DO TO IMPROVE:

EVALUATEE'S COMMENTS—Summary statement of disagreement with any of the competency ratings.

I have read this evaluation, and after a conference with my immediate supervisor concerning it, I have received a copy of the completed evaluation instrument.

Signature of Evaluatee	Date

EVALUATOR'S RECOMMENDATION ON CONTRACT STATUS:

1. To second year probation. ___
2. To third year probation. ___
3. To fourth year probation. ___
4. To three year contract. ___
5. To one year or two year contract (approaching age 70). ___
6. Return to one year probation. ___
7. Change from temporary to contractual status. ___
8. Retiring. ___
9. Resigning. ___
10. Should not be reemployed. ___
11. Should be reemployed on Grant status, if funding permits. ___

Signature of Evaluator	Date

District Priorities

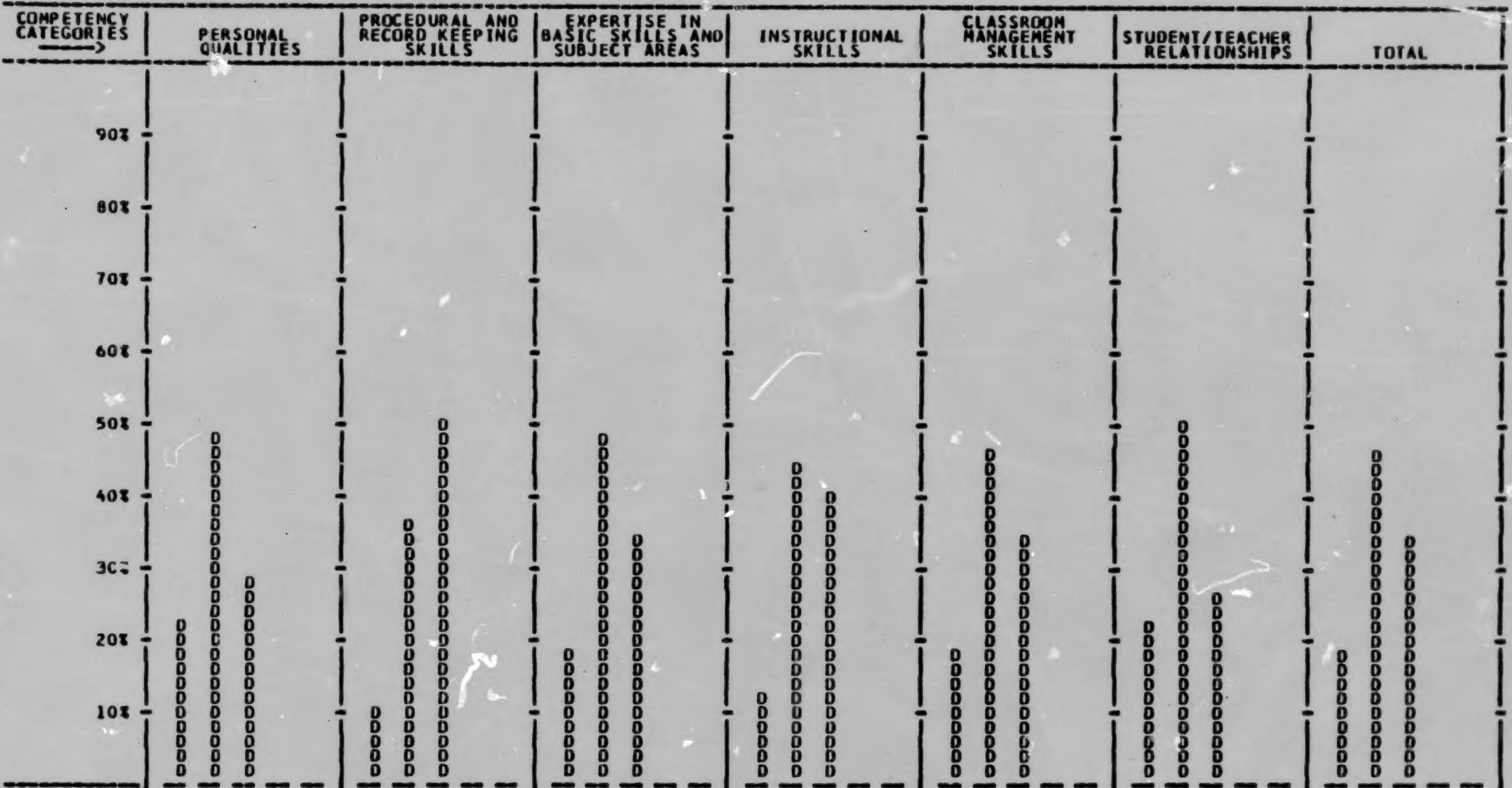
Appendix C

EVALUATION SUMMARIES: ALL ELEMENTARY AND SECONDARY CLASSROOM TEACHERS

32

1981-82 SUMMARY OF TEACHER EVALUATIONS FOR ALL TEACHERS (JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES.



COMPETENCY CATEGORIES ——>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	23	49	28	0	0	11	37	51	1	0	18	48	34	0	0	13	45	41	1	0	18	47	34	1	0	22	50	26	1	0	18	47	34	1	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS: TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 1269

81.71

SUMMARY OF TEACHER EVALUATION RATINGS
FOR ALL TEACHERS IN 1981-82
(NUMBER OF TEACHERS RATED = 1269)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.9	22	2594	5587	3143	51		
1. IS PUNCTUAL	3.9		278	534	442	12		
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.9		278	610	378	3		
3. EXHIBITS POISE AND SELF-CONTROL	3.9		247	681	331	7		
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.0		317	640	306	5		
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.9		223	642	396	4		
6. SHOWS ENTHUSIASM FOR WORK	4.1	1	410	591	263	2		
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.1		347	687	229	4		
8. DEMONSTRATES PROFESSIONAL GROWTH	3.8	21	221	564	451	7		
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.9		273	638	347	7		
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.6	15	427	1383	1932	32	5	2
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.6	1	151	471	630	11	1	
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.6	7	136	442	660	16	3	1
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.6	7	140	470	642	5	1	1
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.8	53	1120	2950	2108	15		91
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.8		227	604	426	5		6
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.7	47	146	461	534	1		80
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECTS TAUGHT	4.0	2	313	611	337	4		1
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.9		228	696	341	4		
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.8	4	206	578	470	1		4
IIB. INSTRUCTIONAL SKILLS	3.7	248	1908	6761	6072	109	16	60
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.7	9	143	601	497	10	1	1
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.8	6	158	651	432	12	2	2
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.9	2	250	595	404	12	1	2
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.8	2	197	640	417	5	2	2
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.6	7	129	529	568	25		3
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.9		223	654	377	9	3	1
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.8	1	186	671	400	4	3	2
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.8	3	224	542	488	7	3	1
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.6	5	127	527	578	9	1	15
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.5	51	87	482	636	3		4
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.5	67	87	456	644	4		7
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.5	95	97	413	631	9		20
IIC. CLASSROOM MANAGEMENT SKILLS	3.8	46	1828	4735	3363	88	20	47
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.0		359	604	282	15	5	
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.9	3	252	616	383	9	1	1
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.9	1	226	646	373	13	3	5
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.7	4	135	564	554	6		4
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.0	1	289	646	318	9	2	2
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.8	1	200	567	483	11	3	1
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.9	2	236	641	373	12	3	1
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.6	34	131	451	597	13	3	34
III. STUDENT/TEACHER RELATIONSHIPS	3.9	5	2561	5750	2999	66	13	15
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.0	1	294	666	298	5	3	
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.9	1	247	654	353	7	2	
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.0		286	674	295	11	3	
4. TREATS STUDENTS IMPARTIALLY	4.0		299	646	314	7	2	
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.9		301	587	376	5		
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.0		303	624	327	13	2	
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.9		263	638	364	3		
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.0	1	279	658	323	5	1	
9. [illegible] AR[illegible] THE [illegible] TO [illegible]ILIT[illegible] IND[illegible]UAL [illegible]NING	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]

COMPETENCIES BY RANK ORDER
FOR ALL TEACHERS IN 1981-82
(NUMBER OF TEACHERS RATED = 1269)

		MEAN RATING
IA6.	SHOWS ENTHUSIASM FOR WORK	4.11
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.09
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.03
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	4.00
IID1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.98
IID4.	TREATS STUDENTS IMPARTIALLY	3.97
IID3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.97
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.97
IID6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.96
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.96
IID8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	3.95
IID9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.94
IID5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.94
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	3.93
IID7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.92
IA3.	EXHIBITS POISE AND SELF-CONTROL	3.92
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.92
IID2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.90
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.90
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.88
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.87
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.86
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.86
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.86
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	3.86
IA1.	IS PUNCTUAL	3.85
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.83
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.82
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.81
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	3.80
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.79
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.77
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.76
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.75
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.70
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.66
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.66
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.62
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.61
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.60
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.59
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.58
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.55
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.54
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.53
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.52

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District Priorities

Appendix D

EVALUATION SUMMARIES: ALL ELEMENTARY CLASSROOM TEACHERS

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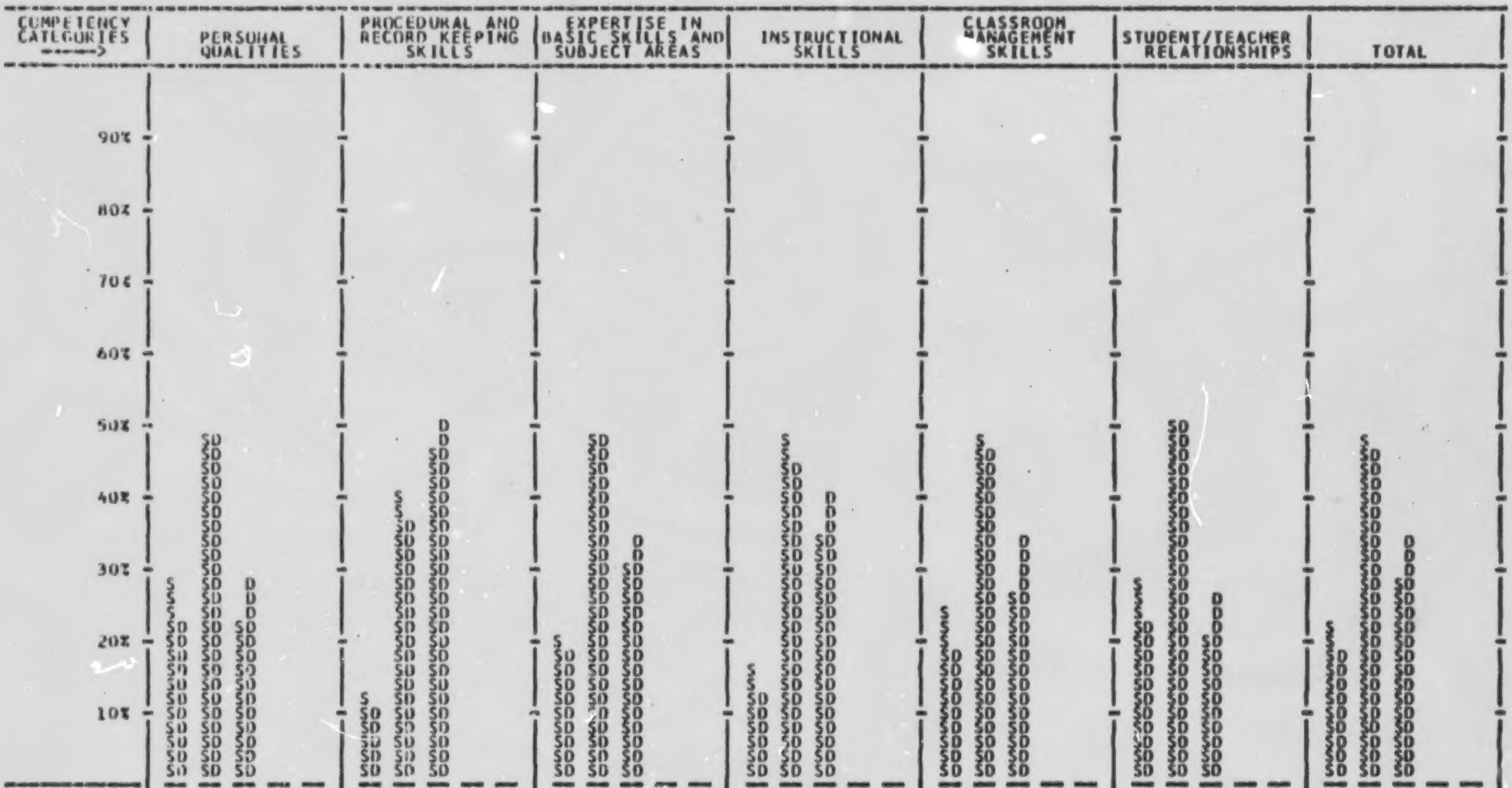
1981-82 SUMMARY OF TEACHER EVALUATIONS FOR ALL ELEMENTARY TEACHERS

(JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES; "S" SHOWS ALL ELEMENTARY TEACHERS.



COMPETENCY CATEGORIES ---->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	23	49	28	0	0	11	37	51	1	0	18	48	34	0	0	13	45	41	1	0	18	47	34	1	0	22	50	26	1	0	18	47	34	1	0
SCHOOL:	28	48	23	1	0	13	40	46	1	0	20	49	31	0	0	17	48	34	1	0	24	49	27	1	0	29	50	20	1	0	23	48	28	1	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS: TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 0734

SUMMARY OF TEACHER EVALUATION RATINGS
FOR ALL ELEMENTARY TEACHERS IN 1981-82
(NUMBER OF TEACHERS RATED = 0734)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.0	6	1832	3182	1535	35		
1. IS PUNCTUAL	3.9		185	300	239	7		
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.9		158	370	205	1		
3. EXHIBITS POISE AND SELF-CONTROL	4.0		176	387	166	4		
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.1		235	348	147	3		
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.0		168	374	187	3		
6. SHOWS ENTHUSIASM FOR WORK	4.2		289	313	130	1		
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.2		266	382	82	3		
8. DEMONSTRATES PROFESSIONAL GROWTH	3.9	6	155	342	220	7		
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.0		200	366	159	6		
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.7	11	288	866	1013	12	4	2
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.7	1	103	293	329	5	1	
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.6	6	89	278	351	4	2	1
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.7	4	96	295	333	3	1	1
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.9	19	725	1742	1099	11		68
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.9		143	377	204	3		6
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.8	14	96	323	243	1		57
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECTS TAUGHT	3.9	2	171	325	232	3		1
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.0		174	377	180	3		
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.9	3	141	340	240	1		4
IIB. INSTRUCTIONAL SKILLS	3.8	195	1465	4086	2905	53	16	47
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.8	3	116	378	224	6	1	1
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.9	4	113	406	196	7	2	1
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.9	1	181	336	204	6	1	2
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.9	1	149	378	196	2	2	2
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.7	4	92	360	258	13		2
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.0		174	373	178	4	3	1
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.9	1	144	388	193	2	3	2
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.9	2	169	318	238	2	3	1
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.7	5	102	324	285	4	1	8
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.6	48	66	275	335	2		3
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.6	56	70	272	324	2		6
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.7	70	89	278	274	3		18
IIC. CLASSROOM MANAGEMENT SKILLS	3.9	24	1368	2820	1539	40	19	42
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.1		253	332	134	9	4	
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.0	3	186	361	174	4	1	1
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.0	1	167	371	190	5	3	5
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.8	2	113	350	260	3		4
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.1		210	370	143	6	2	1
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.9		158	354	212	4	3	1
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.0	1	176	380	167	5	3	1
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.7	17	105	302	269	4	3	29
III. STUDENT/TEACHER RELATIONSHIPS	4.1	2	1925	3292	1317	38	13	12
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.1		236	367	123	3	3	
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.0		194	389	144	4	2	
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.1		224	375	127	5	3	
4. TREATS STUDENTS IMPARTIALLY	4.1		229	360	138	5	2	
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.1		216	357	158	3		
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.1		226	351	148	7	2	
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.0		198	368	164	3		
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.1	1	210	388	120	4	1	
9. [illegible]S AR[illegible] TH[illegible]M T[illegible]CILI[illegible] IN[illegible]UAL [illegible]ARNIN[illegible]	[illegible].0	1	[illegible]2	[illegible]37	[illegible]87	4		[illegible]2

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COMPETENCIES BY RANK ORDER
FOR ALL ELEMENTARY TEACHERS IN 1981-82
(NUMBER OF TEACHERS RATED = 07341)

		MEAN RATING
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.24
IA6.	SHOWS ENTHUSIASM FOR WORK	4.21
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.13
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.12
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.11
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	4.11
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	4.10
III4.	TREATS STUDENTS IMPARTIALLY	4.10
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.08
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.07
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.07
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.05
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.04
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	4.04
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.00
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.00
IA3.	EXHIBITS POISE AND SELF-CONTROL	4.00
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.99
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.98
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.97
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	3.97
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.96
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.95
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.93
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.92
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.92
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.91
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.91
IA1.	IS PUNCTUAL	3.91
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.90
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.89
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	3.89
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.86
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISS CURRICULUM	3.86
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.83
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.79
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.78
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.73
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.73
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.73
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.70
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.67
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.66
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.62
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.61
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.60

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District Priorities

Appendix E

EVALUATION SUMMARIES: ALL ELEMENTARY CLASSROOM TEACHERS IN CLUSTER #1

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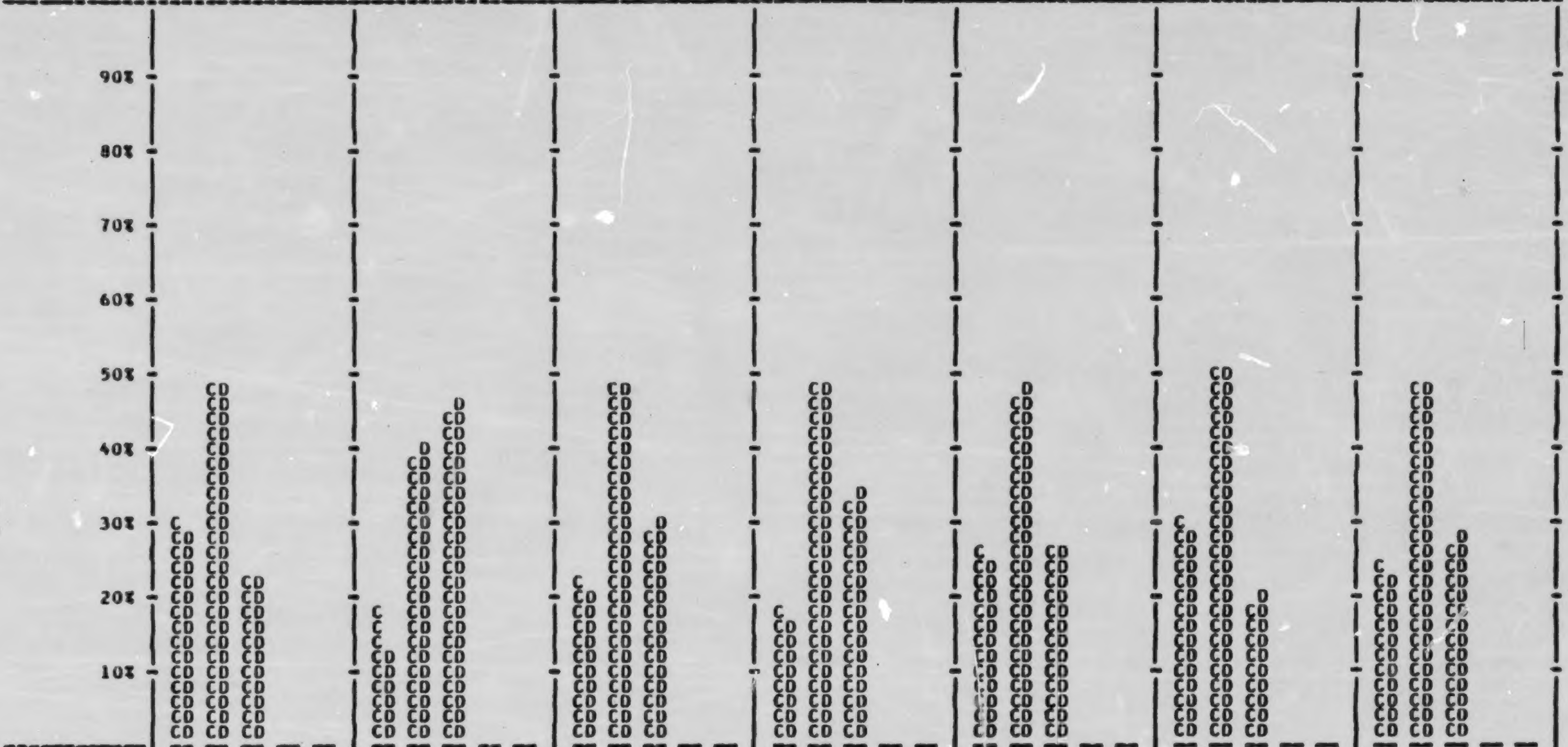
1981-82 SUMMARY OF TEACHER EVALUATIONS FOR CLUSTER 1 (JUNE 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL ELEMENTARY TEACHERS; "C" SHOWS THIS CLUSTER ONLY.



COMPETENCY CATEGORIES ——>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	28	48	23	1	0	13	40	46	1	0	20	49	31	0	0	17	48	34	1	0	24	49	27	1	0	29	50	20	1	0	23	48	28	1	0
CLUSTER:	30	48	22	0	0	18	38	44	0	0	22	49	28	1	0	18	48	32	1	0	26	46	26	1	1	31	50	19	0	0	25	48	27	1	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED= 248

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SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS IN CLUSTER 1 IN 1981-82
(NUMBER OF TEACHERS RATED = 248)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.1	6	664	1061	488	10		
1. IS PUNCTUAL	4.0		66	112	69	1		
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.0		59	128	60	1		
3. EXHIBITS POISE AND SELF-CONTROL	4.0		65	126	55	1		
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.2		88	109	50			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.0		63	123	61	1		
6. SHOWS ENTHUSIASM FOR WORK	4.2		101	106	41			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.2		90	127	31			
8. DEMONSTRATES PROFESSIONAL GROWTH	4.0	6	60	111	68	2		
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.0		72	119	53	4		
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.7	4	130	282	322	2	2	
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.7		43	91	114			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.7	2	43	90	109	1	1	
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.8	2	44	101	99	1	1	
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.9	9	271	590	336	9		23
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.0		54	129	57	2		5
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.9	5	45	110	70	1		17
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.9	2	63	99	82	2		
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.0		61	132	52	3		
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.9	2	48	120	75	1		1
IIB. INSTRUCTIONAL SKILLS	3.8	94	523	1376	913	25	7	20
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.9	3	42	129	70	3		
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.9	4	40	136	61	5	1	
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.0	1	63	116	63	2	1	1
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.9	1	50	125	69	1	1	
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.7	2	34	[illegible]	91	5		1
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.0		60	120	64	2	1	
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.9	1	51	131	61	2	1	
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.9	2	60	114	69	1	1	
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.8	3	40	109	85	1	1	6
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.6	23	25	93	102	1		2
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.6	24	26	90	102	1		3
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.8	30	32	100	76	1		7
IIC. CLASSROOM MANAGEMENT SKILLS	4.0	10	517	908	507	12	10	10
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.2		95	102	46	2	2	
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.1	1	75	114	56		1	
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.0	1	66	113	64	1	2	
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.8	2	46	112	85	1		1
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.0		68	120	56	2	1	
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.9		64	111	68	3	1	
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.0	1	61	131	51	2	1	
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.8	5	42	105	81	1	2	9
III. STUDENT/TEACHER RELATIONSHIPS	4.1	1	684	1111	415	10	5	4
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.2		85	119	41	1	1	
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.1		73	130	43	1	1	
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.1		74	130	42	1	1	
4. TREATS STUDENTS IMPARTIALLY	4.2		61	129	36	1	1	
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.1		73	124	50	1		
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.1		78	119	49	1	1	
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.1		77	116	53	2		
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.1		78	127	42	1		
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.0	1	65	117	59	1		4

COMPETENCIES BY RANK ORDER
FOR TEACHERS IN CLUSTER 1 IN 1981-82
(NUMBER OF TEACHERS RATED = 248)

		MEAN RATING
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.24
IA6.	SHOWS ENTHUSIASM FOR WORK	4.24
IID4.	TREATS STUDENTS IMPARTIALLY	4.16
IID1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.16
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.16
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	4.15
IID8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	4.14
IID3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.11
IID6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.10
IID2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.10
IID7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.08
IID5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.08
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.07
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	4.04
IA3.	EXHIBITS POISE AND SELF-CONTROL	4.03
IID9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.02
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.02
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.01
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.01
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	4.00
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.99
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.98
IA1.	IS PUNCTUAL	3.98
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.97
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.97
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.96
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.95
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	3.95
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.94
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.93
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.91
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.90
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.88
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.88
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.86
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.86
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.83
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.80
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.79
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.78
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.76
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.72
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.71
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.71
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.64
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.64

District Priorities

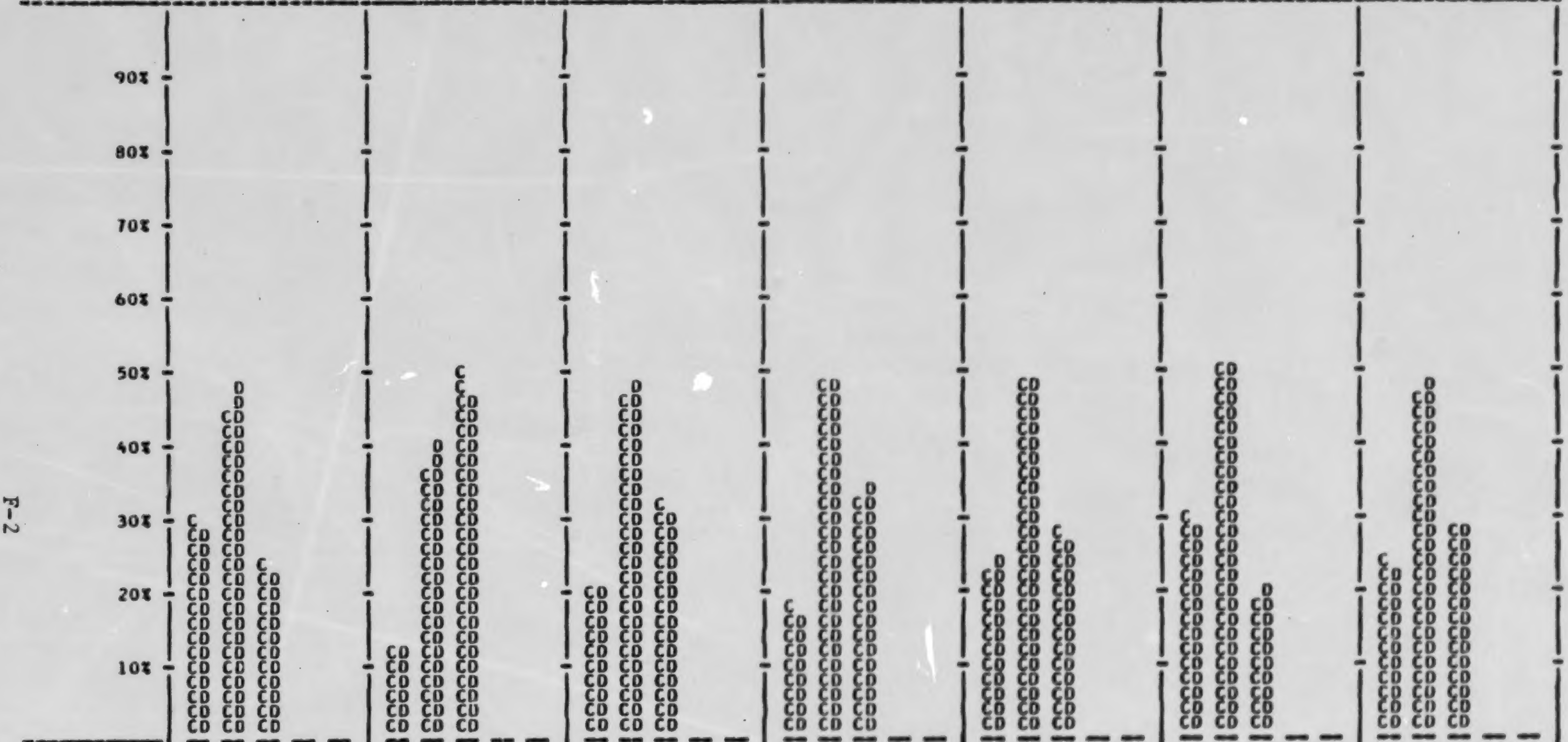
Appendix F

EVALUATION SUMMARIES: ALL ELEMENTARY CLASSROOM TEACHERS IN CLUSTER #2

1981-82 SUMMARY OF TEACHER EVALUATIONS FOR CLUSTER 2

(JUNE 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL ELEMENTARY TEACHERS; "C" SHOWS THIS CLUSTER ONLY.



COMPETENCY CATEGORIES --->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	28	48	23	1	0	13	40	46	1	0	20	49	31	0	0	17	48	34	1	0	24	49	27	1	0	29	50	20	1	0	23	48	28	1	0
CLUSTER:	31	45	24	0	0	12	37	51	0	0	20	47	33	0	0	19	48	33	0	0	23	48	28	0	0	31	50	18	0	0	24	47	29	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED= 218

F-2

81.71

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS IN CLUSTER 2 IN 1981-82
(NUMBER OF TEACHERS RATED = 218)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.1		597	887	465	7		
1. IS PUNCTUAL	3.8		53	71	90	2		
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.9		53	94	71			
3. EXHIBITS POISE AND SELF-CONTROL	4.1		61	113	43	1		
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.2		77	105	35	1		
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.0		56	105	55	1		
6. SHOWS ENTHUSIASM FOR WORK	4.3		98	79	40			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.3		85	105	27	1		
8. DEMONSTRATES PROFESSIONAL GROWTH	4.0		52	108	57	1		
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.1		62	107	47			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.6	4	76	238	328	2		2
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.7	1	27	88	99	1		
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.6	1	23	73	119			1
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.6	2	26	77	110	1		1
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.9	3	214	505	348			18
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.9		43	107	68			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.7	2	25	84	90			17
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.0		58	112	48			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.0		53	114	51			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.7	1	35	88	91			1
IIB. INSTRUCTIONAL SKILLS	3.9	79	469	1213	820	7	3	18
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.9		42	114	59	1		1
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.0		40	128	47	1		1
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.0		60	97	59	1		1
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.0		50	112	53	1		2
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.7	2	27	108	77	2		1
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.0		53	114	49		1	1
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.0		49	116	50		1	2
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.9		57	92	67		1	1
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.8	2	30	104	78	1		2
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.6	22	19	73	102			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.6	28	20	75	92			2
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.7	25	22	80	87			4
IIC. CLASSROOM MANAGEMENT SKILLS	3.9	8	395	823	485	3	5	21
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.2		82	103	30	1	1	
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.9	2	46	99	69			1
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.9		38	114	63		1	2
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.6		22	95	98			3
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.1		71	106	38	2		1
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.9		48	110	57		1	1
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.0		55	113	48		1	1
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.7	6	33	83	82		1	12
III. STUDENT/TEACHER RELATIONSHIPS	4.1	1	605	977	361	9	3	4
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.2		72	114	30	1	1	
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.1		62	117	37	1	1	
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.2		73	112	32		1	
4. TREATS STUDENTS IMPARTIALLY	4.1		76	95	46	1		
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.2		78	98	42			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.1		72	107	36	3		
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.1		61	115	41	1		
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.1	1	58	124	31	2		
9. [illegible]S A[illegible]D TH[illegible]OM [illegible]CIL[illegible] IN[illegible]DUAL [illegible]RNING	3.9		53	95	66			4

81.71

COMPETENCIES BY RANK ORDER
FOR TEACHERS IN CLUSTER 2 IN 1981-82
(NUMBER OF TEACHERS RATED = 218)

	MEAN RATING
IA6. SHOWS ENTHUSIASM FOR WORK	4.27
IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.26
IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.22
IA4. PRESENTS AN EFFECTIVE ROLE MODEL	4.18
III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.17
III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.17
III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.17
III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.14
III4. TREATS STUDENTS IMPARTIALLY	4.13
IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.13
III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	4.11
III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.09
III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.08
IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	4.07
IA3. EXHIBITS POISE AND SELF-CONTROL	4.07
IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.05
IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.02
IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.01
IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.00
IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	4.00
IA5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.00
IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.98
IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.98
IA8. DEMONSTRATES PROFESSIONAL GROWTH	3.97
IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.96
III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.94
IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.94
IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.94
IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.92
IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.91
IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.89
IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.89
IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.87
IA1. IS PUNCTUAL	3.81
IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.77
IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.75
IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.74
IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.74
IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.67
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.66
IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.66
IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.65
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.61
IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.60
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.57
IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.55

District Priorities

Appendix G

EVALUATION SUMMARIES: ALL ELEMENTARY CLASSROOM TEACHERS IN CLUSTER #3

1981-82 SUMMARY OF TEACHER EVALUATIONS FOR CLUSTER 3

(JUNE 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL ELEMENTARY TEACHERS; "C" SHOWS THIS CLUSTER ONLY.

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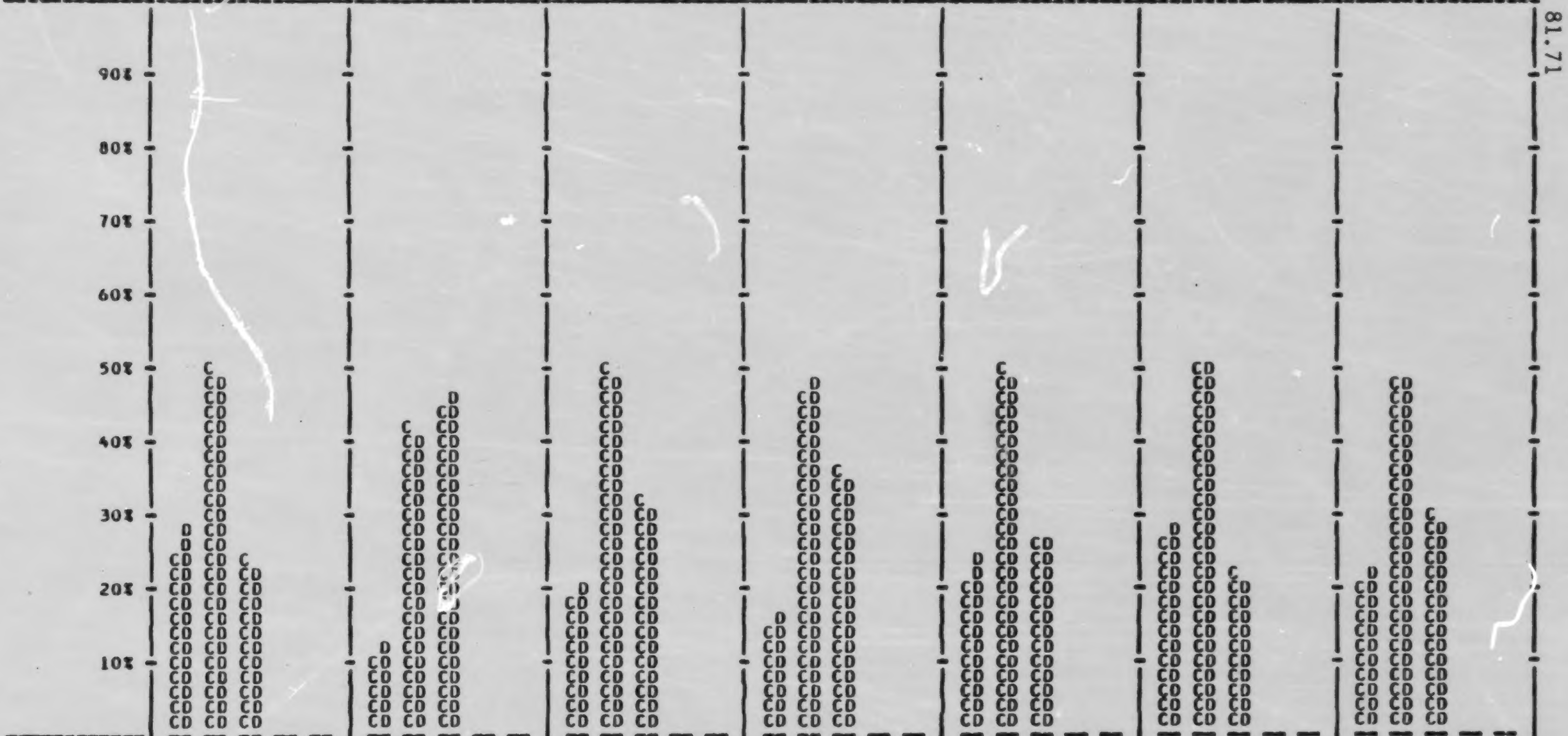
G-2



COMPETENCY CATEGORIES ——>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	28	48	23	1	0	13	40	46	1	0	20	49	31	0	0	17	48	34	1	0	24	49	27	1	0	29	50	20	1	0	23	48	28	1	0
CLUSTER:	24	51	24	1	0	10	43	45	1	0	18	50	32	0	0	15	47	37	1	0	21	51	26	1	0	26	50	22	1	0	20	49	30	1	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED= 268

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS IN CLUSTER 3 IN 1981-82
(NUMBER OF TEACHERS RATED = 268)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.0		571	1234	582	18		
1. IS PUNCTUAL	3.9		66	117	80	4		
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.9		46	148	74			
3. EXHIBITS POISE AND SELF-CONTROL	3.9		50	148	68	2		
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.0		70	134	62	2		
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.9		49	146	71	1		
6. SHOWS ENTHUSIASM FOR WORK	4.1		90	128	49	1		
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.2		91	150	24	2		
8. DEMONSTRATES PROFESSIONAL GROWTH	3.8		43	123	95	4		
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.0		66	140	59	2		
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.6	3	82	346	363	8	2	
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.6		33	114	116	4	1	
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.6	3	23	115	123	3	1	
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.6		26	117	124	1		
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.9	7	240	647	415	2		27
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.9		46	141	79	1		1
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.8	7	26	129	83			23
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.8		50	114	102	1		1
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.9		60	131	77			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.9		58	132	74			2
IIB. INSTRUCTIONAL SKILLS	3.8	22	473	1497	1172	21	6	9
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.7		32	135	95	2	1	
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.8		33	142	88	1	1	
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.9		58	123	82	3		
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.9		49	141	74		1	
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.7		31	139	90	6		
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.0		61	139	65	2	1	
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.8		44	141	82		1	
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.8		52	112	102	1	1	
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.6		32	111	122	2		
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.6	3	22	109	131	1		1
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.6	4	24	107	130	1		1
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.7	15	35	98	111	2		7
IIC. CLASSROOM MANAGEMENT SKILLS	3.9	6	456	1089	547	25	4	11
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.0		76	127	58	6	1	
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.0		65	148	49	4		
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.0		63	144	53	4		3
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.9		45	143	77	2		
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.1		71	144	49	2	1	
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.8		46	133	87	1	1	
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.9		60	136	68	3	1	
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.7	6	30	114	106	3		8
III. STUDENT/TEACHER RELATIONSHIPS	4.0		636	1204	541	19	5	4
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.1		79	134	52	1	1	
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.0		59	142	64	2		
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.0		77	133	53	4	1	
4. TREATS STUDENTS IMPARTIALLY	4.0		72	136	56	3	1	
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.0		65	135	66	2		
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.0		76	125	63	3	1	
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.0		60	137	70			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.1		74	137	55	1	1	
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.0		74	125	62	3		4

COMPETENCIES BY RANK ORDER
FOR TEACHERS IN CLUSTER 3 IN 1981-82
(NUMBER OF TEACHERS RATED = 268)

		MEAN RATING
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.24
IA6.	SHOWS ENTHUSIASM FOR WORK	4.15
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.08
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.06
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	4.05
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.05
III4.	TREATS STUDENTS IMPARTIALLY	4.03
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.03
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.02
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.01
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.01
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.01
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	4.01
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	4.01
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.98
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.97
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.96
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.96
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.94
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.94
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.94
IA3.	EXHIBITS POISE AND SELF-CONTROL	3.92
IA1.	IS PUNCTUAL	3.92
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	3.91
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.90
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.89
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.89
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.87
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.87
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.85
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.83
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.80
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.79
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.77
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	3.77
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.76
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.74
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.73
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.68
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.67
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.65
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.65
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.63
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.59
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.59
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.58

G-4

District Priorities

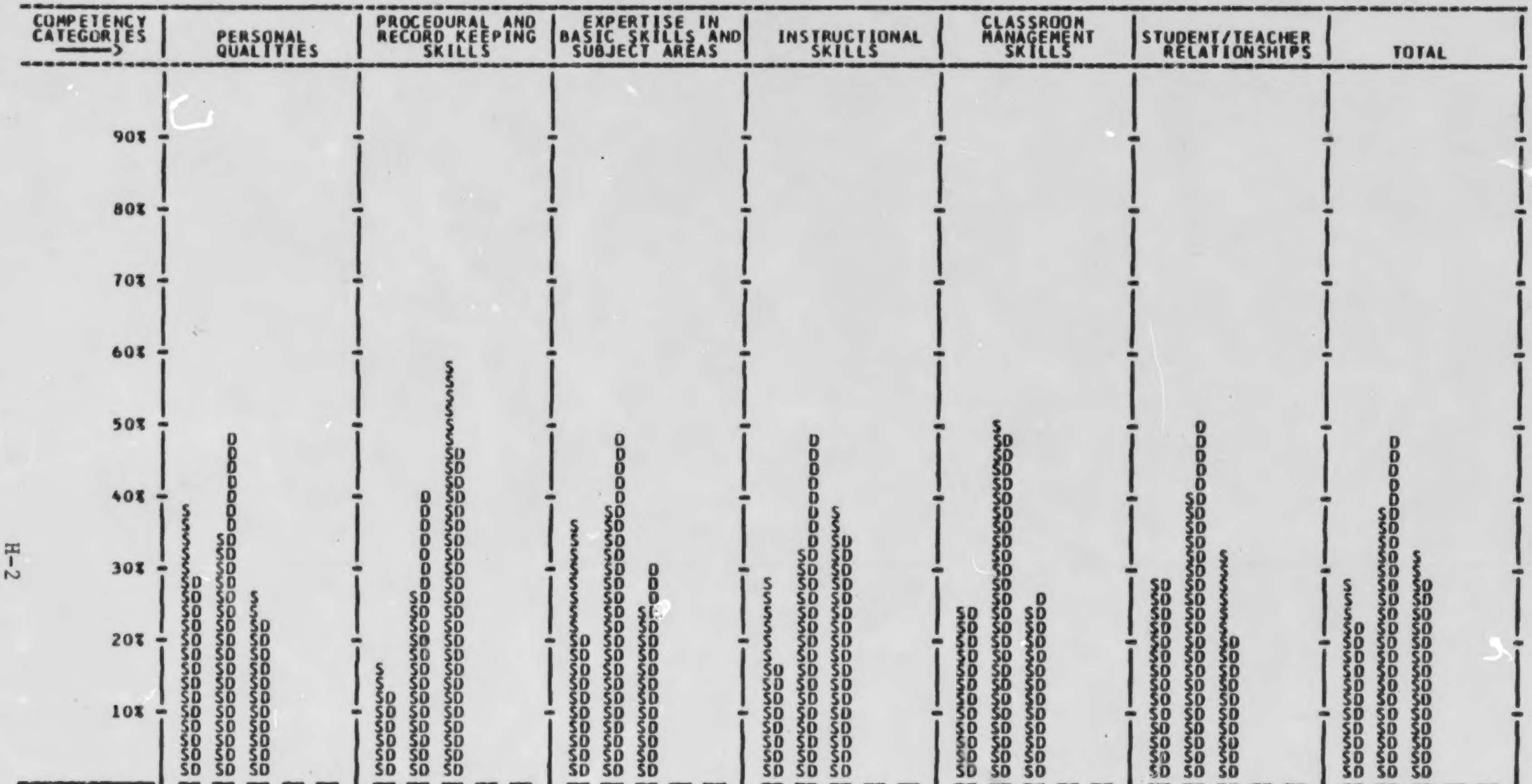
Appendix H

EVALUATION SUMMARIES: ELEMENTARY TEACHERS IN THE FIELDS OF ART, MUSIC, PHYSICAL EDUCATION, BAND AND ORCHESTRA

1981-82 SUMMARY OF TEACHER EVALUATIONS FOR ART (ELEMENTARY) (JUNE 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL ELEMENTARY TEACHERS; "S" SHOWS THIS SUBJECT ONLY.

81.71



COMPETENCY CATEGORIES ——>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	28	48	23	1	0	13	40	46	1	0	20	49	31	0	0	17	48	34	1	0	24	49	27	1	0	29	50	20	1	0	23	48	28	1	0
SUBJECT:	39	35	26	0	0	16	26	58	0	0	36	39	25	0	0	28	33	39	0	0	24	51	25	0	0	29	40	32	0	0	29	39	32	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED= 07

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS IN ART IN 1981-82 (ELEMENTARY)
(NUMBER OF TEACHERS RATED = 007)

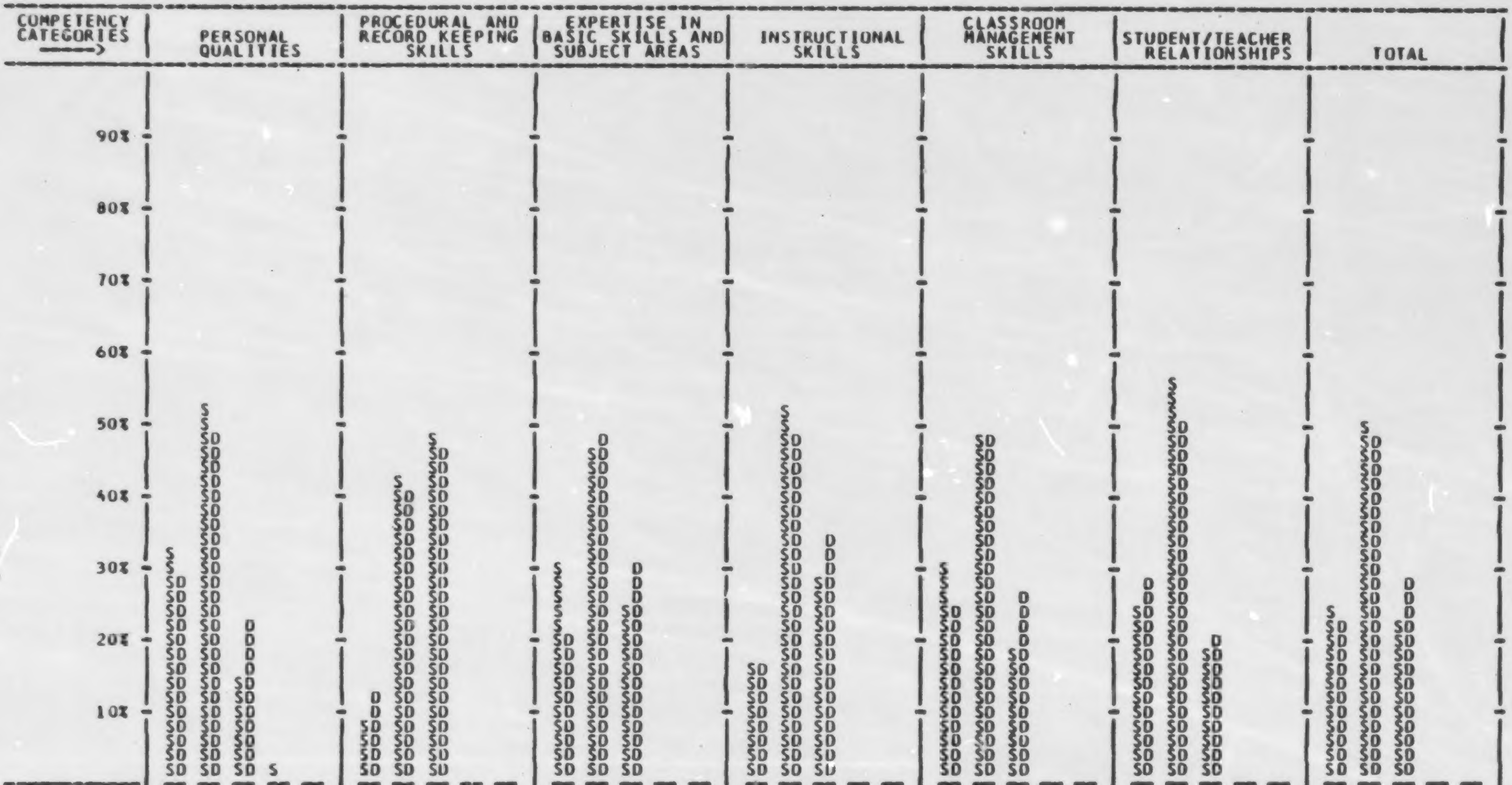
	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.1	1	24	22	16			
1. IS PUNCTUAL	4.1		3	2	2			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.3		3	3	1			
3. EXHIBITS POISE AND SELF-CONTROL	4.0		3	1	3			
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.9		2	2	3			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.0		2	3	2			
6. SHOWS ENTHUSIASM FOR WORK	4.4		5		2			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.3		2	5				
8. DEMONSTRATES PROFESSIONAL GROWTH	4.2	1	2	3	1			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.0		2	3	2			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.6	2	3	5	11			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.7		1	3	3			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.4	2	1		4			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.6		1	2	4			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.1	3	10	11	7			4
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.0		2	3	2			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.0	3			1			3
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.4		4	2	1			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.0		2	3	2			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.2		2	3	1			1
IIB. INSTRUCTIONAL SKILLS	3.9	13	19	23	27			2
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.7		1	3	3			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.9		1	4	2			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.6		5	1	1			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.9		2	2	3			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.7		2	1	4			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.9		2	2	3			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.0		2	3	2			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.4		4	2	1			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.4			3	4			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.3	4		1	2			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.3	4		1	2			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS		5						2
IIC. CLASSROOM MANAGEMENT SKILLS	4.0		13	28	14			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.9		2	2	3			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.1		2	4	1			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.3		2	5				
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.0		2	3	2			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.0		2	3	2			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.0		2	3	2			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.0		1	5	1			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.5			3	3			
III. STUDENT/TEACHER RELATIONSHIPS	4.0		18	25	20			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.0		2	3	2			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.7		2	1	4			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.9		2	2	3			
4. TREATS STUDENTS IMPARTIALLY	3.9		2	2	3			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.0		2	3	2			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.7		1	3	3			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.1		1	6				
8. RESPECTS RTS OF STUDENTS. ENCOURAGES THEIR SENSE OF RESP	3.9		1	4	2			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.6		5	1	1			

CUMPETENCIES BY RANK ORDER
FOR TEACHERS IN ART IN 1981-82 (ELEMENTARY)
(NUMBER OF TEACHERS RATED = 007)

	(ELEMENTARY) RATING
III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.57
IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	4.57
IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.43
IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.43
IA6. SHOWS ENTHUSIASM FOR WORK	4.43
IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.29
IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.29
IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.29
IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.17
IA8. DEMONSTRATES PROFESSIONAL GROWTH	4.17
III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.14
IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.14
IA1. IS PUNCTUAL	4.14
III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.00
III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.00
IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.00
IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.00
IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.00
IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.00
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	4.00
IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.00
IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.00
IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.00
IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	4.00
IA5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.00
IA3. EXHIBITS POISE AND SELF-CONTROL	4.00
III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	3.86
III4. TREATS STUDENTS IMPARTIALLY	3.86
III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.86
IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.86
IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.86
IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.86
IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.86
IA4. PRESENTS AN EFFECTIVE ROLE MODEL	3.86
III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.71
III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.71
IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.71
IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.71
IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.71
IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.57
IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.50
IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.43
IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.40
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.33
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.33
IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.00

1981-82 SUMMARY OF TEACHER EVALUATIONS FOR MUSIC (ELEMENTARY) (JUNE 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL ELEMENTARY TEACHERS; "S" SHOWS THIS SUBJECT ONLY.



COMPETENCY CATEGORIES ——>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	28	48	23	1	0	13	40	46	1	0	20	49	31	0	0	17	48	34	1	0	24	49	27	1	0	29	50	20	1	0	23	48	28	1	0
SUBJECT:	32	52	15	2	0	9	42	49	0	0	30	46	25	0	0	17	53	29	1	0	31	49	19	1	0	25	56	19	0	0	25	51	23	1	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED= 23

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS IN MUSIC IN 1981-82 (ELEMENTARY)
(NUMBER OF TEACHERS RATED = 023)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.1	1	65	106	30	4		
1. IS PUNCTUAL	4.0		6	11	5			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.9		3	15	5			
3. EXHIBITS POISE AND SELF-CONTROL	4.1		5	16	1	1		
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.2		8	12	3			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.9		3	15	4	1		
6. SHOWS ENTHUSIASM FOR WORK	4.6		15	6	2			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.3		10	10	3			
8. DEMONSTRATES PROFESSIONAL GROWTH	4.1	1	8	10	3	1		
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.0		7	11	4	1		
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.6	2	6	28	33			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.7		2	12	9			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.6	1	2	9	11			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.5	1	2	7	13			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.0	3	30	46	25			11
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.0		4	13	4			2
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.4	3	1	2	8			9
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.3		10	10	3			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.1		8	10	5			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.1		7	11	5			
IIB. INSTRUCTIONAL SKILLS	3.9	8	45	138	77	2		3
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.8		2	14	7			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.8		2	15	5	1		
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.3		10	10	3			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.0		6	11	6			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.7		1	14	7	1		
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.2		7	13	3			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.0		4	14	5			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.2		9	9	5			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.6		1	11	10			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.6	2	1	10	9			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.6	2	1	10	9			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.6	4	1	7	8			3
IIC. CLASSROOM MANAGEMENT SKILLS	4.1	2	56	87	34	1		4
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.1		9	9	4	1		
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.3		9	11	3			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.4		11	10	2			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.9		5	10	8			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.0		6	12	5			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.1		6	13	4			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.1		6	14	3			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.9	2	4	8	5			4
III. STUDENT/TEACHER RELATIONSHIPS	4.1		52	115	40			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.0		6	12	5			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.0		6	11	6			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.1		6	14	3			
4. TREATS STUDENTS IMPARTIALLY	4.0		5	13	5			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.2		7	13	3			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.0		6	12	5			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.0		5	13	5			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.0		5	14	4			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.1		6	13	4			

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COMPETENCIES BY RANK ORDER
FOR TEACHERS IN MUSIC IN 1981-82 (ELEMENTARY)                  (ELEMENTARY)          MEAN
(NUMBER OF TEACHERS RATED = 023)                                   RATING
                                                                   ------
  IA6. SHOWS ENTHUSIASM FOR WORK                                    4.57
 IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST              4.39
 IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES        4.30
 IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT         4.30
  IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                        4.30
 IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS        4.26
  IA4. PRESENTS AN EFFECTIVE ROLE MODEL                             4.22
 III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS        4.17
 IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING      4.17
 IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM       4.17
  IA8. DEMONSTRATES PROFESSIONAL GROWTH                             4.14
 III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                 4.13
 IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                 4.13
 IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG      4.13
 IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION       4.13
 III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING      4.09
 IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                    4.09
 IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM       4.09
  IA3. EXHIBITS POISE AND SELF-CONTROL                              4.09
  IA1. IS PUNCTUAL                                                  4.05
 III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP      4.04
 III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST      4.04
 III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                     4.04
 IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                  4.04
  IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS          4.04
 III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS         4.00
 III4. TREATS STUDENTS IMPARTIALLY                                  4.00
 III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS          4.00
 IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT         4.00
 IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                    4.00
 IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU       3.96
 IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK      3.94
  IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS           3.91
 IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT             3.87
  IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                      3.87
 IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES         3.78
 IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                  3.78
  IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                    3.70
 IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT              3.65
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY               3.60
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG       3.60
 IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                 3.59
  IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE        3.59
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS      3.56
  IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                       3.50
 IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS            3.36
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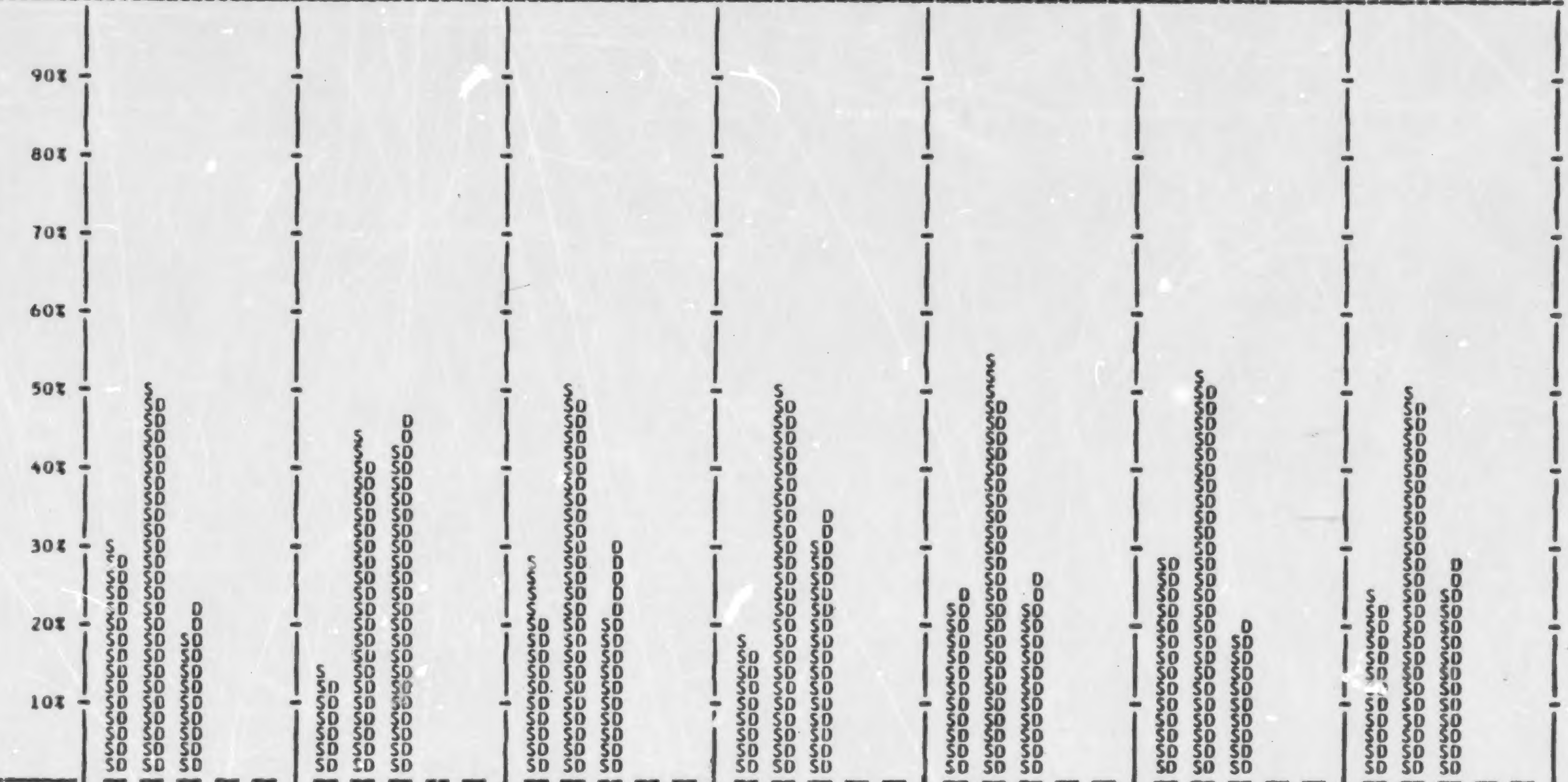
1981-82 SUMMARY OF TEACHER EVALUATIONS FOR PHYSICAL EDUCATION (ELEMENTARY)

(JUNE 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL ELEMENTARY TEACHERS; "S" SHOWS THIS SUBJECT ONLY.



COMPETENCY CATEGORIES ---->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	28	48	23	1	0	13	40	46	1	0	20	49	31	0	0	17	48	34	1	0	24	49	27	1	0	29	50	20	1	0	23	48	28	1	0
SUBJECT:	31	50	19	0	0	14	44	42	0	0	28	51	21	0	0	19	50	31	0	0	23	54	22	0	0	29	53	18	0	0	25	51	24	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS: TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED= 24

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS IN PHYSICAL EDUCATION IN 1981-82 (ELEMENTARY)
(NUMBER OF TEACHERS RATED = 024)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.1		68	107	41			
1. IS PUNCTUAL	4.0		7	11	6			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.3		11	10	3			
3. EXHIBITS POISE AND SELF-CONTROL	4.0		5	13	6			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.3		9	12	3			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.9		4	13	7			
6. SHOWS ENTHUSIASM FOR WORK	4.3		10	12	2			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.3		9	14	1			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.9		5	11	8			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.1		8	11	5			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.7		10	31	30			1
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.6		1	12	11			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.7		3	10	10			1
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.9		6	9	9			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.1	2	29	53	22			14
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.0		4	14	4			2
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.9	2	1	7	2			12
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.2		9	11	4			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.1		7	13	4			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.0		8	8	8			
IIB. INSTRUCTIONAL SKILLS	3.9	5	53	138	84			7
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.8		3	13	8			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.9		4	13	7			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.3		10	11	3			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.1		8	11	5			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.7		3	11	10			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.1		7	12	5			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.0		3	17	4			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.0		5	14	5			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.5	2	1	7	9			4
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.8		3	13	8			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.7	1	4	9	10			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.6	2	2	7	10			3
IIC. CLASSROOM MANAGEMENT SKILLS	4.0	1	43	99	41			8
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.2		7	14	3			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.0		5	14	5			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.1		8	11	5			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.9		4	12	7			1
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.0		4	16	4			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.0		4	16	4			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.1		8	11	5			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.7	1	3	5	8			7
III. STUDENT/TEACHER RELATIONSHIPS	4.1		62	115	39			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.0		6	13	5			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.1		6	14	4			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.1		7	13	4			
4. TREATS STUDENTS IMPARTIALLY	4.3		9	12	3			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.0		6	12	6			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.9		5	11	8			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.0		4	15	5			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.2		7	14	3			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.5		12	11	1			

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COMPETENCIES BY RANK ORDER
FOR TEACHERS IN PHYSICAL EDUCATION IN 1981-82 (ELEMENTARY) (ELEMENTARY)           MEAN
(NUMBER OF TEACHERS RATED = 024)                                          RATING
                                                                          ------
 III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING             4.46
  IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                                4.33
  IA6. SHOWS ENTHUSIASM FOR WORK                                            4.33
  IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS                   4.33
 IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES                4.29
 III4. TREATS STUDENTS IMPARTIALLY                                          4.25
  IA4. PRESENTS AN EFFECTIVE ROLE MODEL                                     4.25
 IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT                 4.21
 III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP              4.17
 IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG            . 4.17
 III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                         4.13
 IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                         4.13
 IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST                      4.13
 IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT                 4.13
 IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION               4.13
  IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS                  4.13
 III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS                  4.08
 IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM               4.08
 III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                             4.04
  IA1. IS PUNCTUAL                                                          4.04
 III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS                4.00
 IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                            4.00
 IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                          4.00
 IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS                4.00
 IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING              4.00
 IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM               4.00
 IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                            4.00
 III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS                 3.96
 IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU               3.96
  IA3. EXHIBITS POISE AND SELF-CONTROL                                      3.96
 IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS                    3.90
 III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST              3.88
 IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES                 3.88
  IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                               3.88
  IA8. DEMONSTRATES PROFESSIONAL GROWTH                                     3.88
  IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                              3.88
 IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT                     3.87
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG               3.79
 IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                          3.79
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY                       3.74
 IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT                      3.71
  IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE                3.70
 IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK              3.69
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS              3.58
  IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                            3.58
 IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                         3.53
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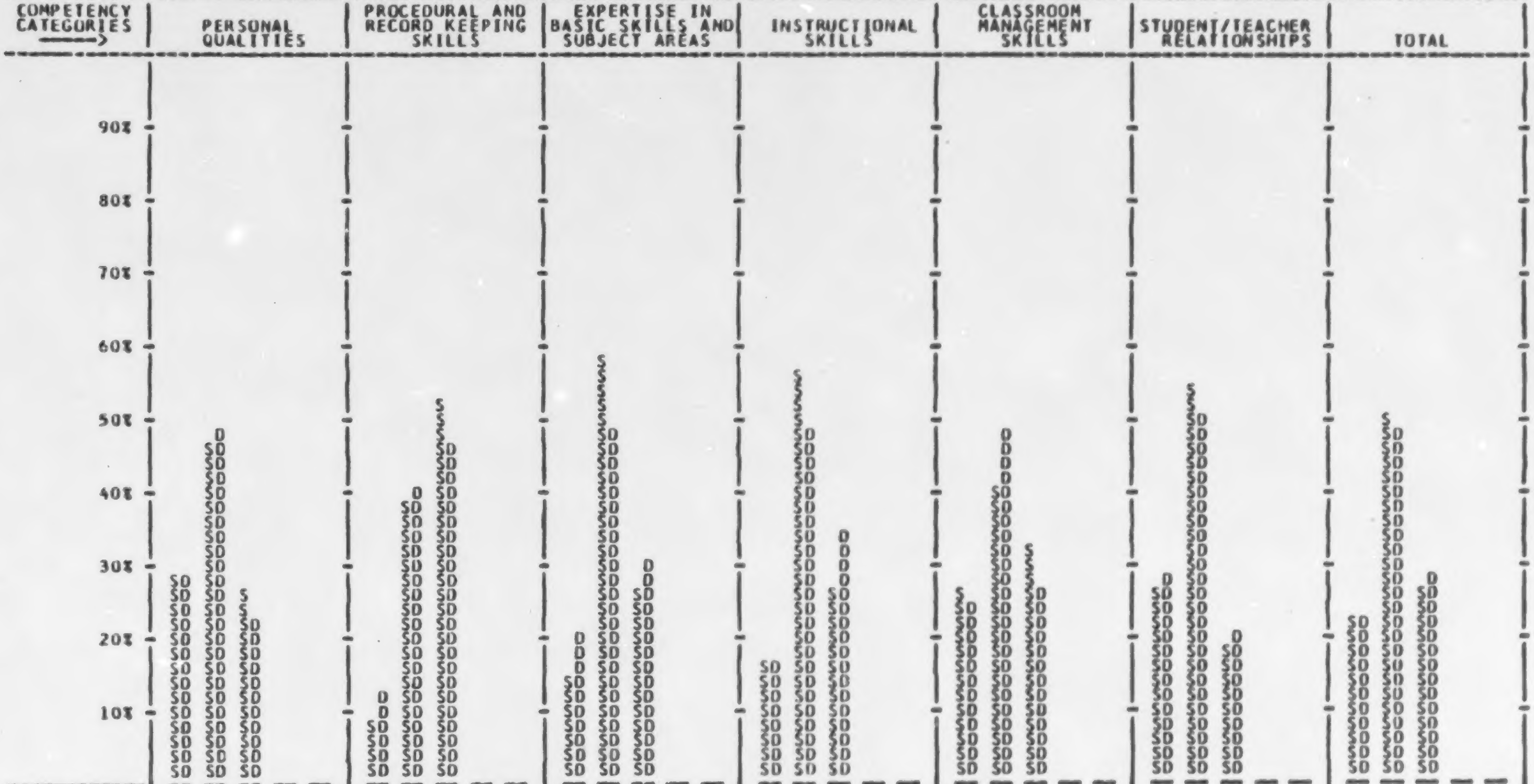
1981-82 SUMMARY OF TEACHER EVALUATIONS FOR BAND/ORCHESTRA (ELEMENTARY)

(JUNE 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL ELEMENTARY TEACHERS; "S" SHOWS THIS SUBJECT ONLY.



PERCENT OF RESPONSES:	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	28	48	23	1	0	13	40	46	1	0	20	49	31	0	0	17	48	34	1	0	24	49	27	1	0	29	50	20	1	0	23	48	28	1	0
SUBJECT:	28	47	26	0	0	9	39	52	0	0	14	59	27	0	0	16	57	27	0	0	26	40	32	1	0	26	55	19	0	0	22	50	27	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED= 10

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS IN BAND/ORCHESTRA IN 1981-82 (ELEMENTARY)
(NUMBER OF TEACHERS RATED = 010)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.0		25	42	23			
1. IS PUNCTUAL	3.7		1	5	4			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.1		3	5	2			
3. EXHIBITS POISE AND SELF-CONTROL	4.0		3	4	3			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.2		4	4	2			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.9		2	5	3			
6. SHOWS ENTHUSIASM FOR WORK	4.3		4	5	1			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.3		4	5	1			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.9		2	5	3			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.8		2	4	4			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.6	6	2	9	12			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.7	1	1	4	4			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.5	3		3	3			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.5	2	1	2	5			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.9	3	5	22	10			8
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.5			4	4			1
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.3	1		1	2			6
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.3		4	4	1			1
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.9		1	7	2			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.9	2		6	1			
IIB. INSTRUCTIONAL SKILLS	3.9	10	15	52	25			17
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.0		1	8	1			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.2		3	6	1			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.9		2	4	3			1
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.9		2	4	3			1
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.5	2		3	3			1
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.1		2	7	1			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.0		3	3	3			1
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.0	1	2	5	2			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.7	1		4	2			3
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.5	2		3	3			2
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.5	2		2	2			4
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.8	2		3	1			4
IIC. CLASSROOM MANAGEMENT SKILLS	3.9	3	19	29	23	1		5
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.1		4	3	3			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.0		4	2	4			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.9		2	5	3			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.7		1	4	4			1
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.8		2	5	2	1		
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.0		4	2	4			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.9		2	5	3			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	4.0	3		3				4
III. STUDENT/TEACHER RELATIONSHIPS	4.1		23	48	17			1
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.0		3	4	3			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.1		2	6	1			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.1		3	5	2			
4. TREATS STUDENTS IMPARTIALLY	4.0		2	6	2			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.1		3	5	2			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.0		2	6	2			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.2		4	4	2			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.1		3	5	2			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.0		1	7	1			

COMPETENCIES BY RANK ORDER
FOR TEACHERS IN BAND/ORCHESTRA IN 1981-82 (ELEMENTARY)
(NUMBER OF TEACHERS RATED = 010)

		(ELEMENTARY) MEAN RATING
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.33
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.30
IA6.	SHOWS ENTHUSIASM FOR WORK	4.30
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.20
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.20
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	4.20
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.11
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	4.10
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.10
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.10
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.10
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.10
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.10
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.00
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.00
III4.	TREATS STUDENTS IMPARTIALLY	4.00
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.00
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	4.00
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.00
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.00
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.00
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.00
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.00
IA3.	EXHIBITS POISE AND SELF-CONTROL	4.00
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.90
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.90
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.90
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	3.90
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	3.90
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.89
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.89
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.86
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.80
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	3.80
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.[illegible]
IA1.	IS PUNCTUAL	3.[illegible]
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.67
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.67
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.67
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.50
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.50
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.50
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.50
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.50
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.50
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.33

District Priorities

Appendix I

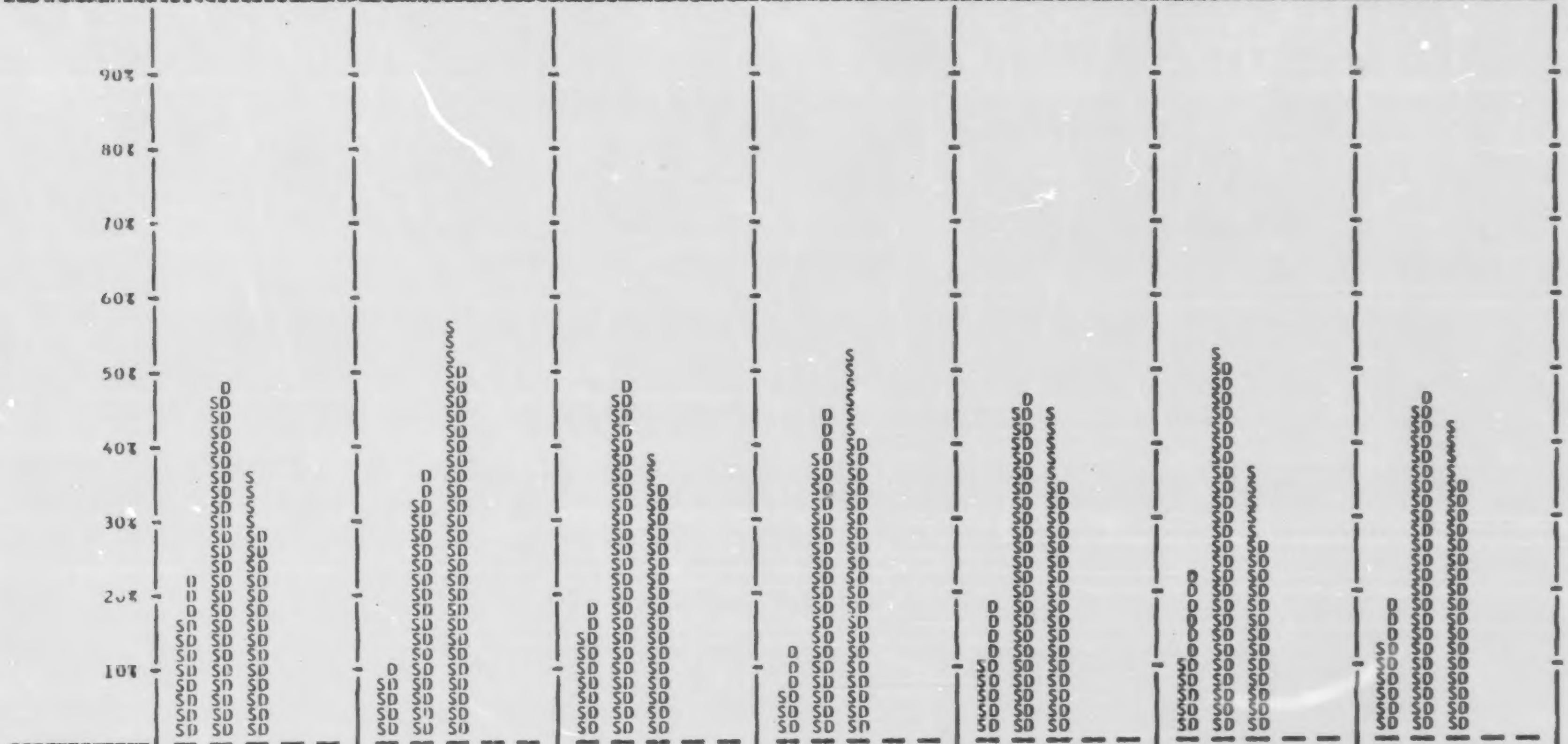
EVALUATION SUMMARIES: ALL JUNIOR HIGH CLASSROOM TEACHERS

1981-82 SUMMARY OF TEACHER EVALUATIONS FOR ALL JUNIOR HIGH TEACHERS (JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES; "S" SHOWS ALL JUNIOR HIGH TEACHERS.

81.71

I-2



COMPETENCY CATEGORIES ---->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	23	49	28	0	0	11	37	51	1	0	18	48	34	0	0	13	45	41	1	0	18	47	34	1	0	22	50	26	1	0	18	47	34	1	0
SCHOOL:	17	47	36	0	0	9	33	56	1	0	14	47	38	0	0	7	39	53	1	0	11	44	44	1	0	11	52	36	1	0	12	44	43	1	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 0194

UMMARY OF TEACHER EVALUATION RATINGS
FOR ALL JUNIOR HIGH TEACHERS IN 1981-82
(NUMBER OF TEACHERS RATED = 0194)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.8	4	297	810	627	3		
1. IS PUNCTUAL	3.9		45	80	67	2		
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.9		42	91	61			
3. EXHIBITS POISE AND SELF-CONTROL	3.8		28	90	74	1		
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.9		34	101	59			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.6		17	92	85			
6. SHOWS ENTHUSIASM FOR WORK	3.9		42	94	57			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.9		31	110	52			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.6	4	26	64	99			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.8		32	88	73			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.5	4	52	192	323	7		
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.5		18	70	103	2		
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.5	1	19	61	107	5		
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.5	3	15	61	113			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.8	21	132	445	361	2		7
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.8		28	102	63	1		
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.5	21	17	41	108			7
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECTS TAUGHT	4.1		52	104	37			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.8		19	115	59	1		
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.6		16	83	94			
IIB. INSTRUCTIONAL SKILLS	3.5	43	166	882	1201	30		1
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.5	6	11	80	95	2		
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.6	2	19	89	81	3		
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.7	1	30	87	73	3		
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.6	1	16	86	89	2		
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.4	1	16	55	116	5		
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.6		16	91	83	3		
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.7		16	96	80	1		
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.6	1	18	86	87	2		
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.4		10	65	114	5		
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.4		7	63	122	1		
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.3	9	5	48	131	1		
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.2	22	2	36	130	3		1
IIC. CLASSROOM MANAGEMENT SKILLS	3.7	17	168	680	667	18		
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.9		39	93	59	2		
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.7		25	88	80	1		
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.7		27	88	77	2		
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.5	2	8	76	106	2		
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.8	1	29	104	57	2		
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.5	1	14	82	93	4		
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.6	1	15	88	89	1		
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.4	12	11	61	106	4		
III. STUDENT/TEACHER RELATIONSHIPS	3.7	3	198	902	630	10		
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.8	1	18	112	62	1		
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.6	1	13	88	87	2		
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.7		17	106	69	2		
4. TREATS STUDENTS IMPARTIALLY	3.7		17	104	72	1		
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.7		29	82	82	1		
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.8		29	93	70	2		
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.8		23	100	71			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.8		21	106	67			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.9	1	31	111	50	1		

COMPETENCIES BY RANK ORDER FOR ALL JR. HIGH TEACHERS

(NUMBER OF TEACHERS RATED = 0194)

		MEAN RATING
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.08
IA6.	SHOWS ENTHUSIASM FOR WORK	3.92
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.90
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.89
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.89
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.88
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	3.87
IA1.	IS PUNCTUAL	3.87
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.83
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.81
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	3.79
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.78
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.77
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	3.76
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.76
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.75
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.75
IA3.	EXHIBITS POISE AND SELF-CONTROL	3.75
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.72
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.72
III4.	TREATS STUDENTS IMPARTIALLY	3.71
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.71
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.71
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.66
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.65
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	3.65
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.62
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.62
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.61
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	3.61
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.60
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.60
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.59
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.55
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.54
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.53
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.49
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.48
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.47
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.45
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.43
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.43
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.41
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.39
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.31
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.22

District Priorities

Appendix J

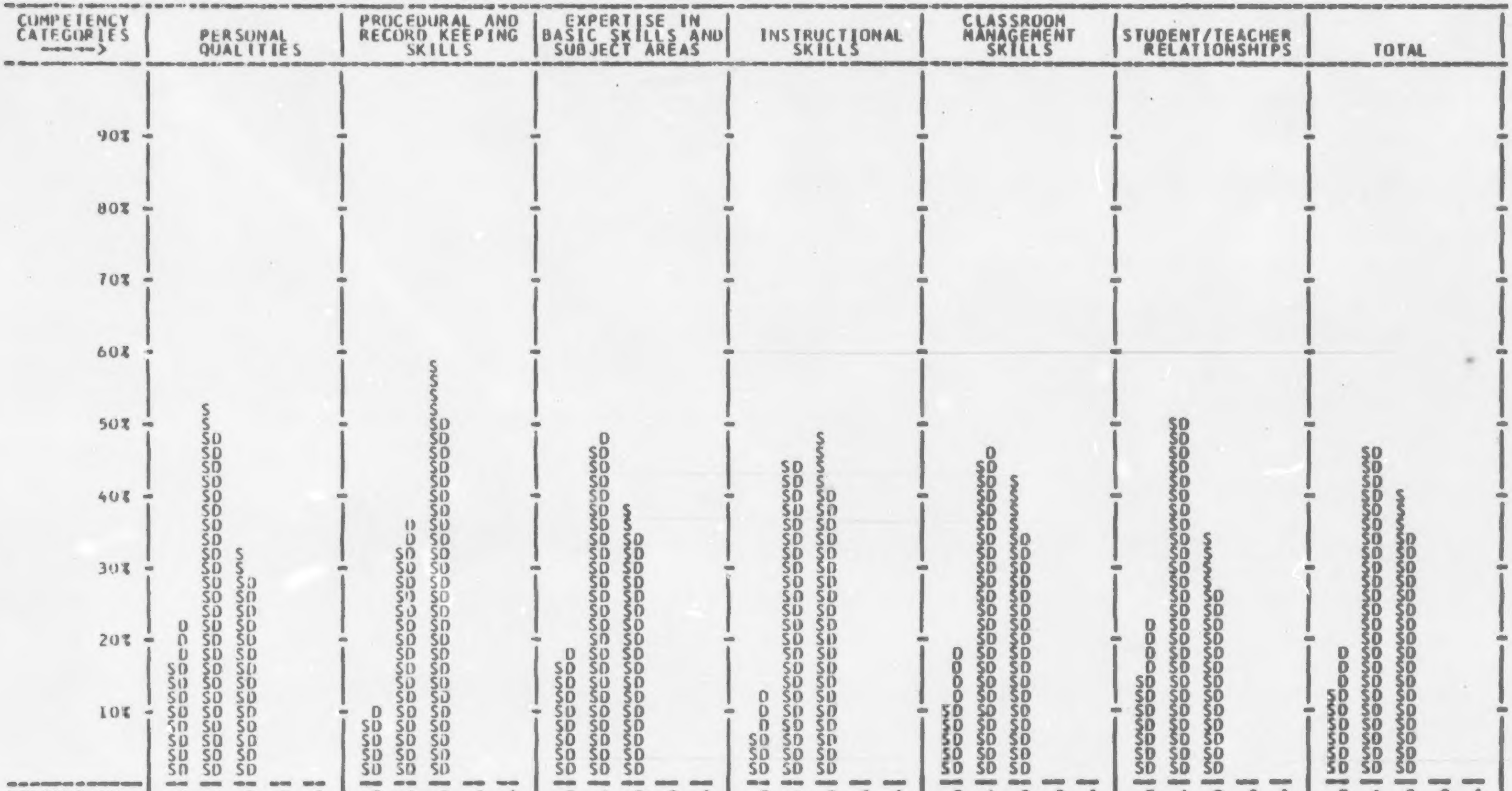
EVALUATION SUMMARIES: ALL SENIOR HIGH CLASSROOM TEACHERS

83

1981-82 SUMMARY OF TEACHER EVALUATIONS FOR ALL SENIOR HIGH TEACHERS

(JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES; "S" SHOWS ALL SENIOR HIGH TEACHERS.



COMPETENCY CATEGORIES ----->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	23	49	28	0	0	11	37	51	1	0	18	48	34	0	0	13	45	41	1	0	18	47	34	1	0	22	50	26	1	0	18	47	34	1	0
SCHOOL:	16	52	32	0	0	8	33	58	1	0	16	46	38	0	0	7	44	48	1	0	11	45	42	1	0	15	50	34	1	0	12	47	41	1	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 0326

SUMMARY OF TEACHER EVALUATION RATINGS
FOR ALL SENIOR HIGH TEACHERS IN 1981-82
(NUMBER OF TEACHERS RATED = 0326)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.8	12	455	1528	923	13		
1. IS PUNCTUAL	3.7		47	151	125	3		
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.9		77	140	107	2		
3. EXHIBITS POISE AND SELF-CONTROL	3.9		42	195	86	2		
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.8		47	181	96	2		
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.7		36	171	116	1		
6. SHOWS ENTHUSIASM FOR WORK	4.0	1	78	176	70	1		
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.9		48	189	88	1		
8. DEMONSTRATES PROFESSIONAL GROWTH	3.7	11	40	149	126			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.8		40	176	109	1		
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.5		82	318	564	12	1	
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.5		28	107	186	4		
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.4		26	101	191	7	1	
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.5		28	110	187	1		
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.8	13	256	739	605	2		15
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.7		53	125	147	1		
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.5	12	33	95	171			15
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECTS TAUGHT	4.1		88	174	63	1		
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.8		34	196	96			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.8	1	48	149	128			
IIB. INSTRUCTIONAL SKILLS	3.6	10	260	1726	1870	26		12
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.5		14	137	171	2		
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.6		24	151	147	2		1
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.7		38	161	124	3		
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.7		31	169	125	1		
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.4	2	20	110	184	7		1
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.7		30	185	109	2		
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.7		25	180	120	1		
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.6		35	130	158	3		
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.5		14	131	172			7
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.5	3	12	143	167			1
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.5	2	11	134	177	1		1
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.3	3	6	95	216	4		1
IIC. CLASSROOM MANAGEMENT SKILLS	3.7	5	285	1180	1099	30	1	5
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.9		66	171	83	4	1	
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.7		40	161	121	4		
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.7		32	180	108	6		
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.5		13	134	178	1		
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.8		48	159	118	1		
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.5		27	123	172	3		
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.8		44	166	110	6		
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.4	5	15	86	209	5		5
III. STUDENT/TEACHER RELATIONSHIPS	3.8		429	1478	1004	18		3
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.8		39	177	109	1		
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.8		39	171	114	1		
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.8		44	182	96	4		
4. TREATS STUDENTS IMPARTIALLY	3.8		52	172	100	1		
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.8		55	140	130	1		
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.8		47	169	106	4		
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.8		41	165	120			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.8		47	157	121	1		
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.8		65	145	108	5		3

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COMPETENCIES BY RANK ORDER
FOR ALL SENIOR HIGH TEACHERS IN 1981-1982                            MEAN
(NUMBER OF TEACHERS RATED = 0326)                                    RATING
                                                                     ------
 IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT           4.07
  IA6. SHOWS ENTHUSIASM FOR WORK                                      4.02
 IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG        3.91
  IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS             3.90
  IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                          3.87
 III4. TREATS STUDENTS IMPARTIALLY                                    3.85
  IA3. EXHIBITS POISE AND SELF-CONTROL                                3.85
 III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING        3.84
  IA4. PRESENTS AN EFFECTIVE ROLE MODEL                               3.84
 III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                   3.82
 IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION         3.81
 III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST        3.79
 III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                       3.78
 IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                    3.78
  IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS            3.78
 III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP        3.77
 III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS           3.76
 III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS          3.76
 III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS            3.76
 IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                   3.76
 IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM         3.75
 IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM         3.75
  IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                        3.75
  IA1. IS PUNCTUAL                                                    3.74
 IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST                3.73
 IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS          3.73
  IA8. DEMONSTRATES PROFESSIONAL GROWTH                               3.73
 IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES          3.72
 IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT           3.71
 IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                      3.71
 IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU         3.70
 IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES           3.61
 IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING        3.60
 IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                      3.54
 IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS              3.54
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG         3.52
  IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                         3.51
 IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                   3.50
 IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                    3.50
 IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT               3.49
  IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                      3.49
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY                 3.48
 IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT                3.45
  IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE          3.44
 IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK        3.35
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS        3.32
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81.71

District Priorities

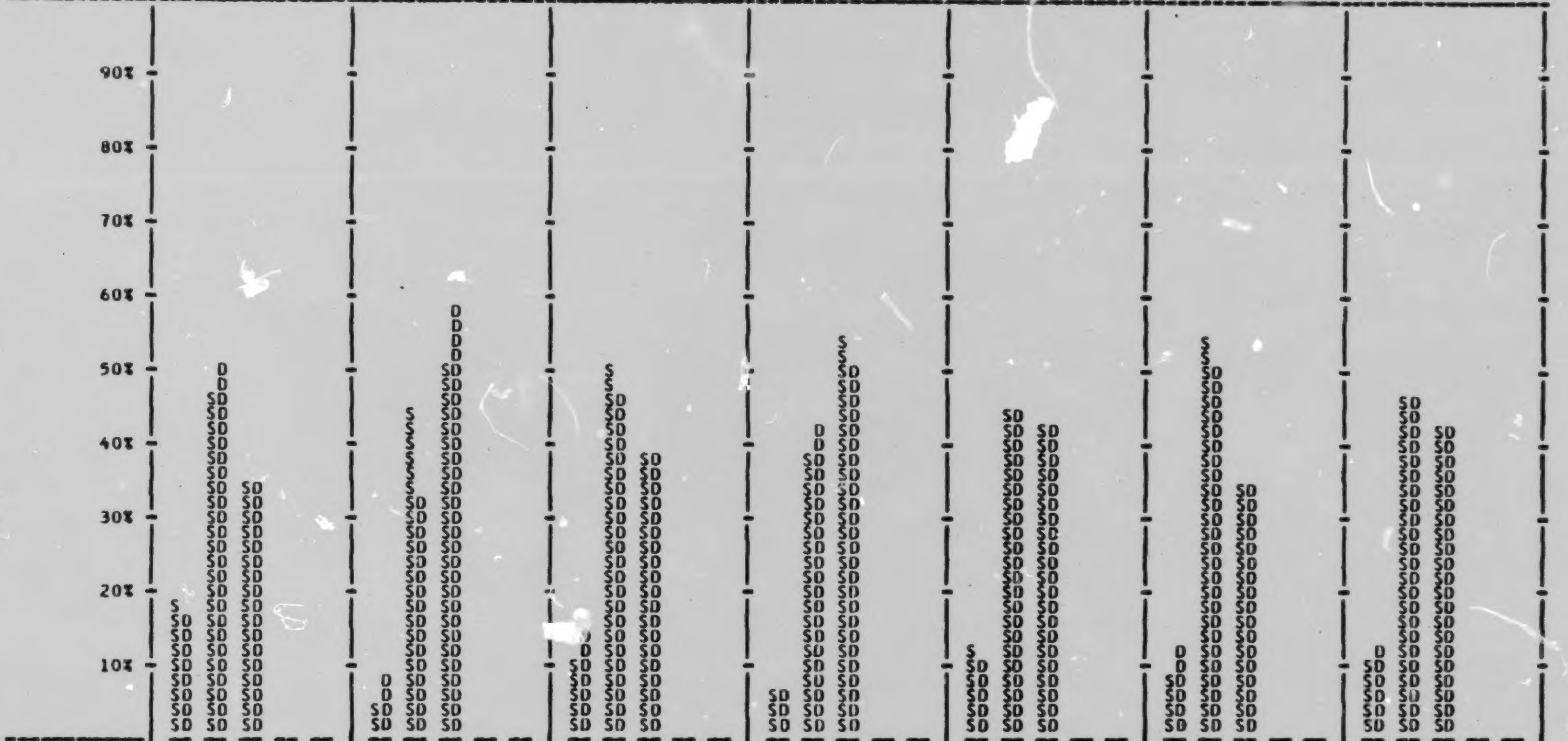
Appendix K

EVALUATION SUMMARIES: ALL JUNIOR HIGH TEACHERS BY SUBJECT AREA

95

1981-82 SUMMARY OF TEACHER EVALUATIONS FOR GEOG/GOV/HIS/SOC SCI (JR HI) (JUNE 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL SECONDARY TEACHERS; "S" SHOWS THIS SUBJECT ONLY.



COMPETENCY CATEGORIES --->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	16	50	34	0	0	9	32	58	1	0	15	46	39	0	0	7	42	50	1	0	11	45	43	1	0	13	51	35	1	0	12	46	42	1	0
SUBJECT:	18	47	34	0	0	5	44	51	0	0	11	50	39	1	0	7	39	54	0	0	12	45	43	0	0	9	55	35	0	0	11	46	43	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED= 29

SUMMARY OF TEACHER EVALUATION RATINGS IN 1981-82
FOR TEACHERS IN GEOG/GOV/HIS/SOC SCI (JR HI)
(NUMBER OF TEACHERS RATED = 029)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.8	1	47	123	88	1		
1. IS PUNCTUAL	4.0		11	9	8	1		
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.0		6	16	7			
3. EXHIBITS POISE AND SELF-CONTROL	3.8		2	17	9			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.0		7	15	7			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.7		3	13	13			
6. SHOWS ENTHUSIASM FOR WORK	3.8		6	10	13			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.8		3	17	9			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.8	1	5	12	11			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.8		4	14	11			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.5		4	38	44			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.6		2	14	13			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.5		2	11	16			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.5			13	15			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.7	6	15	69	54	1		
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.8		3	18	7	1		
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.1	6		2	21			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.1		7	18	4			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.8		3	18	8			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.6		2	13	14			
IIB. INSTRUCTIONAL SKILLS	3.5	10	23	131	183	1		
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.5	1	1	12	15			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.5	1	1	12	15			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.8	1	4	13	11			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.7	1	3	13	12			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.5	1	3	9	16			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.8		4	14	11			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.8		2	18	9			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.7		2	15	12			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.4		3	6	20			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.3			9	20			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.2	1		6	22			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.1	4		4	20	1		
IIC. CLASSROOM MANAGEMENT SKILLS	3.7	6	26	102	97			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.1		8	15	6			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.7		4	13	12			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.7		5	11	13			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.5	1		14	14			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.0	1	4	18	5			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.6	1	2	12	14			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.5	1	2	9	17			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.4	2	1	10	16			
III. STUDENT/TEACHER RELATIONSHIPS	3.7	1	24	144	91	1		
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.7		2	17	10			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.6		2	13	14			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.7		1	17	11			
4. TREATS STUDENTS IMPARTIALLY	3.7		1	17	11			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.7		4	13	12			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.9		5	16	7	1		
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.7		3	14	12			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.9		4	17	8			
9. [illegible] ARO[illegible] THE [illegible] TO [illegible]LITATE INDIV[illegible]AL [illegible]NING	[illegible]	1	3	20	6			

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COMPETENCIES BY RANK ORDER
FOR TEACHERS OF GEOG/GOV/HIS/SOC SCI             (JR HI)           MEAN
IN 1981-82 (NUMBER OF TEACHERS RATED = 029)                        RATING
                                                                   ------
IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT          4.10
IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG       4.07
 IA1. IS PUNCTUAL                                                   4.0[illegible]
 IA4. PRESENTS AN EFFECTIVE ROLE MODEL                              4.00
 IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS            3.97
IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                   3.96
III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING       3.86
III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP       3.86
III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST       3.86
IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION        3.83
IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                     3.79
 IA8. DEMONSTRATES PROFESSIONAL GROWTH                              3.79
 IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                         3.79
IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU        3.76
IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM        3.76
 IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS           3.76
 IA6. SHOWS ENTHUSIASM FOR WORK                                     3.76
IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES         3.75
 IA3. EXHIBITS POISE AND SELF-CONTROL                               3.75
III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS         3.72
III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                      3.72
IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST               3.72
IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS         3.72
III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS          3.69
IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT          3.68
III4. TREATS STUDENTS IMPARTIALLY                                   3.66
III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                  3.66
IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING       3.66
 IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                       3.66
 IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                     3.62
III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS           3.59
IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM        3.59
IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                     3.57
IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT               3.54
 IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE         3.52
IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT              3.50
IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES          3.50
IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                   3.50
IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                  3.46
 IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                        3.46
IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK       3.44
IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                  3.41
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG       3.31
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY               3.21
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS      3.12
IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS             3.09
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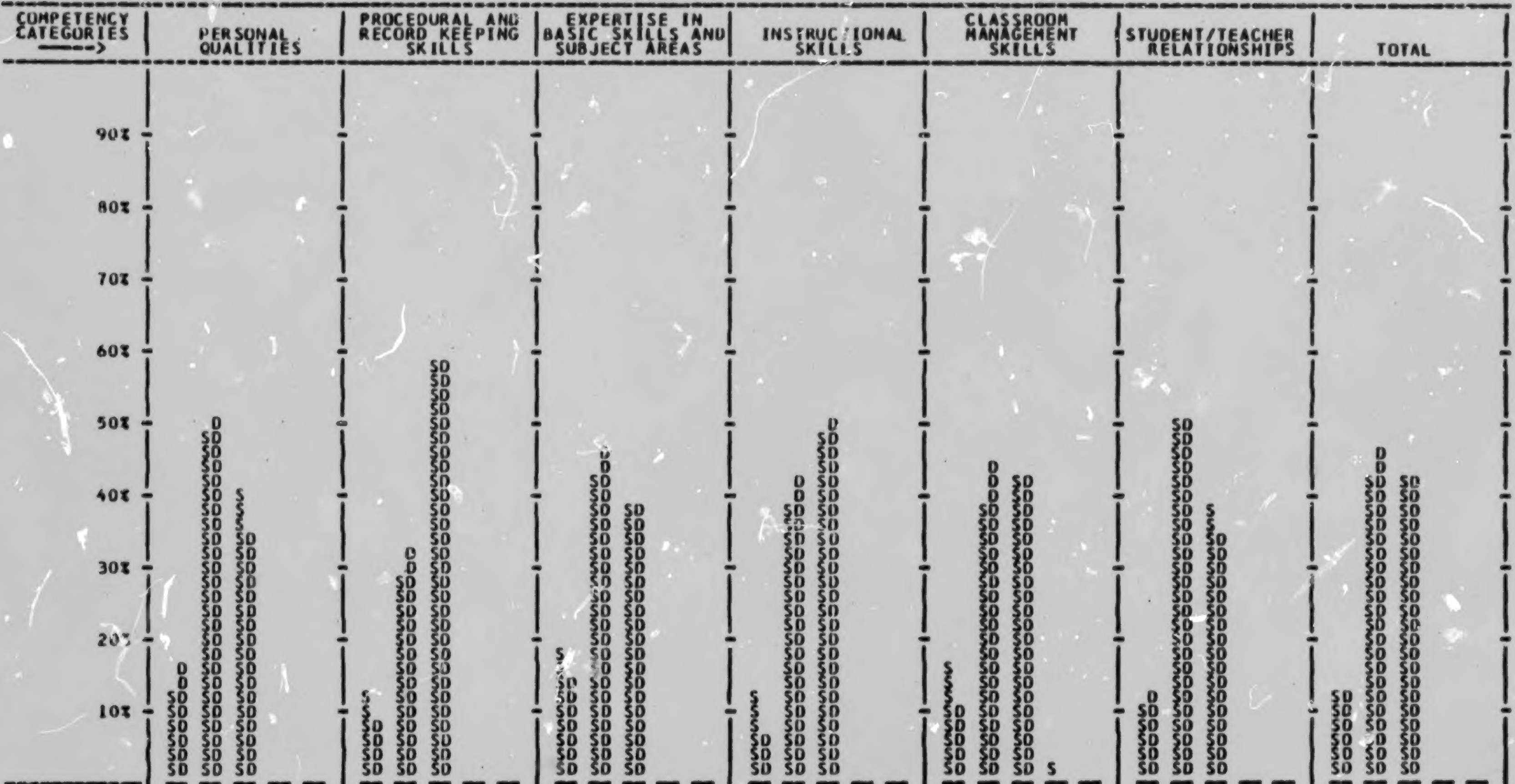
1981-82 SUMMARY OF TEACHER EVALUATIONS FOR ENGLISH/COM ARTS/LANG ARTS (JR HI) (JUNE 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL SECONDARY TEACHERS; "S" SHOWS THIS SUBJECT ONLY.



PERCENT OF RESPONSES:	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	16	50	34	0	0	9	32	58	1	0	15	46	39	0	0	7	42	50	1	0	11	45	43	1	0	13	51	35	1	0	12	46	42	1	0
SUBJECT:	12	48	40	0	0	13	29	58	0	0	18	43	38	0	0	12	38	49	1	0	17	38	43	2	0	11	51	38	0	0	13	43	43	1	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS: TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED= 24

SUMMARY OF TEACHER EVALUATION RATINGS IN 1981-82
FOR TEACHERS IN ENGLISH/COM ARTS/LANG ARTS (JR HI)
(NUMBER OF TEACHERS RATED = 024)

81.71

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.7	1	25	104	86			
1. IS PUNCTUAL	3.8		3	12	9			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.7		2	13	9			
3. EXHIBITS POISE AND SELF-CONTROL	3.9		5	11	8			
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.8		5	9	10			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.7		2	12	10			
6. SHOWS ENTHUSIASM FOR WORK	3.8		3	12	9			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.8		3	13	8			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.4	1	1	8	14			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.7		1	14	9			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.5		9	21	42			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.5		3	6	15			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.6		3	8	13			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.5		3	7	14			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.8	3	21	50	44			2
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.3		11	10	3			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.2	3		3	16			2
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.9		5	12	7			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.8		2	16	6			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.6		3	9	12			
IIB. INSTRUCTIONAL SKILLS	3.6	4	33	109	140	2		
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.5		1	9	14			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.9		4	13	7			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.0		7	10	7			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.6		3	10	10	1		
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.5		3	6	14	1		
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.5		1	10	13			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.8		3	12	9			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.8		5	10	9			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.5		1	11	12			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.5		2	7	15			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.4	1	2	6	15			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.3	3	1	5	15			
IIC. CLASSROOM MANAGEMENT SKILLS	3.7	1	32	73	82	4		
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.0		9	6	8	1		
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.8		5	8	11			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.8		4	11	8	1		
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.4		1	9	13	1		
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.0		6	11	7			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.7		2	12	10			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.6		3	9	12			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.4	1	2	7	13	1		
III. STUDENT/TEACHER RELATIONSHIPS	3.7		24	110	81	1		
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.8		2	14	8			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.5		1	10	13			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.6		1	14	8	1		
4. TREATS STUDENTS IMPARTIALLY	3.6		2	10	12			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.8		4	10	10			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.8		5	10	9			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.0		5	14	5			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.7		1	14	9			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.8		3	14	7			

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COMPETENCIES BY RANK ORDER
FOR TEACHERS OF ENGLISH/COM ARTS/LANG ARTS (JR HI)
IN 1981-82 (NUMBER OF TEACHERS RATED = 024)

		MEAN RATING
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.33
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.00
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	4.00
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.96
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.96
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.92
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.88
IA3.	EXHIBITS POISE AND SELF-CONTROL	3.88
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.83
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.83
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.83
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.83
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.79
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	3.79
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.75
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.75
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.75
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.75
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.75
IA6.	SHOWS ENTHUSIASM FOR WORK	3.75
IA1.	IS PUNCTUAL	3.75
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.71
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	3.67
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.67
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	3.67
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	3.67
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.63
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.63
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.63
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.63
III4.	TREATS STUDENTS IMPARTIALLY	3.58
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.58
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.54
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.54
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.50
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.50
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.50
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.46
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.46
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.46
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.43
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.43
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	3.43
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.42
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.33
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.16

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1981-82 SUMMARY OF TEACHER EVALUATIONS FOR MATHEMATICS (JR HI) (JUNE 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL SECONDARY TEACHERS; "S" SHOWS THIS SUBJECT ONLY.

81.71

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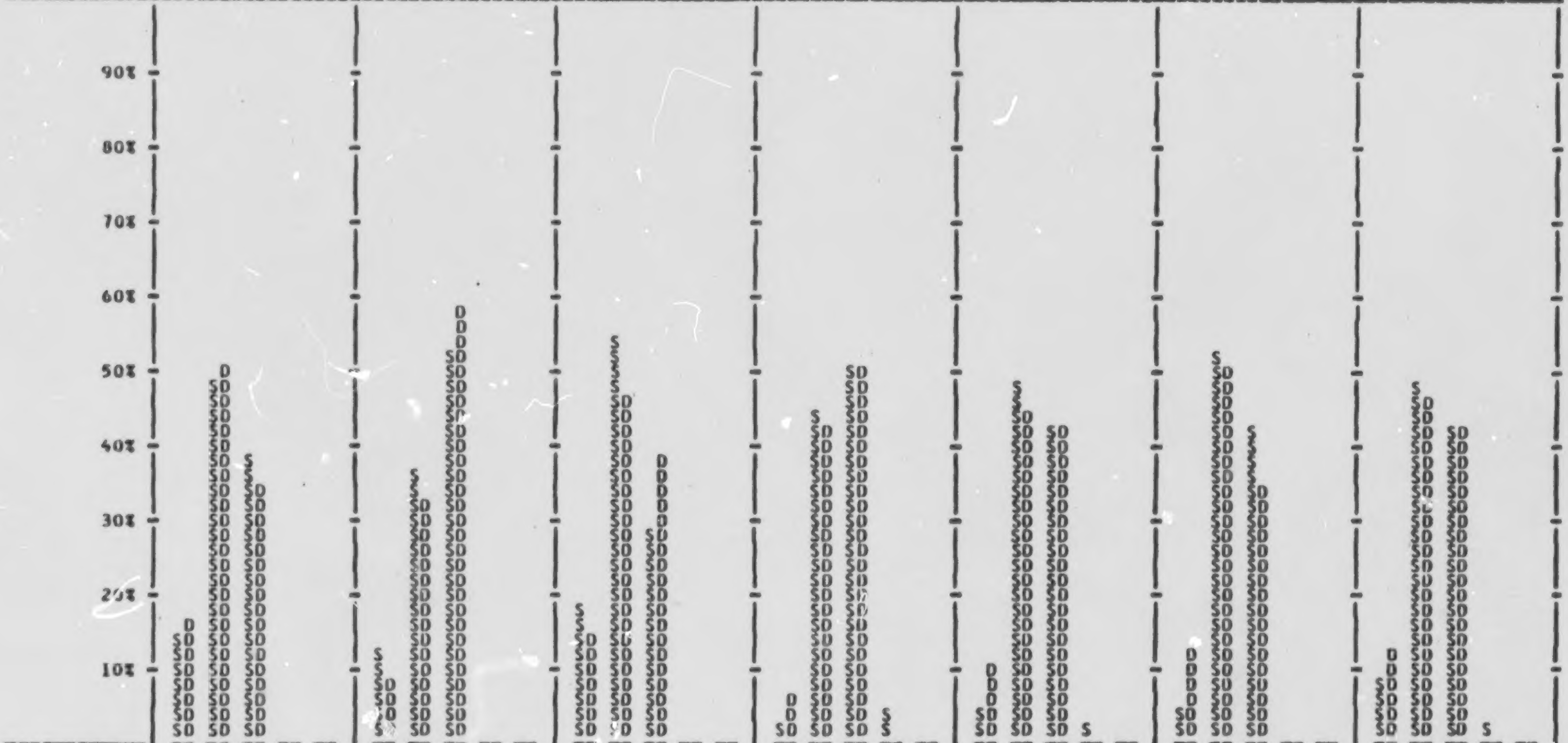

COMPETENCY CATEGORIES ——>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	16	50	34	0	0	9	32	58	1	0	15	46	39	0	0	7	42	50	1	0	11	45	43	1	0	13	51	35	1	0	12	46	42	1	0
SUBJECT:	14	48	38	0	0	12	36	52	0	0	19	54	28	0	0	2	44	50	4	0	4	49	43	3	0	5	52	43	0	0	8	48	43	2	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED= 29

SUMMARY OF TEACHER EVALUATION RATINGS IN 1981-82
FOR TEACHERS IN MATHEMATICS (JR HI)
(NUMBER OF TEACHERS RATED = 029)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/EXPECT 3	MININ ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.8	2	35	125	97	1		
1. IS PUNCTUAL	3.9		8	10	10	1		
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.9		6	14	9			
3. EXHIBITS POISE AND SELF-CONTROL	3.7		3	15	11			
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.8		2	18	9			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.7		1	17	11			
6. SHOWS ENTHUSIASM FOR WORK	3.8		4	14	11			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.8		4	16	9			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.6	2	3	9	15			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.7		4	12	12			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.6	3	10	30	44			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.6		3	12	14			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.6	1	3	10	15			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.6	2	4	8	15			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.9		27	78	40			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.6		1	16	12			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.5		16	11	2			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.1		7	18	4			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.8		2	20	7			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.5		1	13	15			
IIB. INSTRUCTIONAL SKILLS	3.4	9	7	150	169	12		
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.6	2	1	14	11	1		
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.5		1	14	13	1		
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.5			17	10	2		
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.5			16	12	1		
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.4		1	11	16	1		
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.6		2	14	12	1		
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.5		1	14	13	1		
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.2			8	20	1		
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.3			10	18	1		
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.4			13	14	1		
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.4	4	1	9	14	1		
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.4	3		10	16			
IIC. CLASSROOM MANAGEMENT SKILLS	3.6	2	10	113	99	7		
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.6		1	16	11			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.7		2	17	9	1		
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.8		3	17	8	1		
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.5			16	12	1		
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.6		3	11	14	1		
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.3			11	16	2		
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.6		1	14	14			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.4	2		11	15	1		
III. STUDENT/TEACHER RELATIONSHIPS	3.6		12	137	112			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.7		2	15	12			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.6		1	14	14			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.6		1	15	13			
4. TREATS STUDENTS IMPARTIALLY	3.7		1	17	11			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.4			13	16			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.6		1	14	14			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.6		1	14	14			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.7		3	13	13			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.9		2	22	5			

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COMPETENCIES BY RANK ORDER
FOR TEACHERS OF MATHEMATICS                         (JR HI)         MEAN
IN 1981-82 (NUMBER OF TEACHERS RATED = 029)                        RATING
                                                                   ------
 IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS            4.48
 IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT         4.10
 III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING      3.90
  IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS           3.90
  IA1. IS PUNCTUAL                                                  3.86
 IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION       3.83
  IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                        3.83
 IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST              3.76
  IA6. SHOWS ENTHUSIASM FOR WORK                                    3.76
  IA4. PRESENTS AN EFFECTIVE ROLE MODEL                             3.76
  IA3. EXHIBITS POISE AND SELF-CONTROL                              3.72
  IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS          3.71
 IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS        3.69
 III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP      3.66
 III4. TREATS STUDENTS IMPARTIALLY                                  3.66
 III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                     3.66
  IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                      3.66
 IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG      3.64
 IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                    3.62
  IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                    3.62
 III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                 3.59
 IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM       3.59
  IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                       3.59
  IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE        3.57
 IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                  3.56
  IA8. DEMONSTRATES PROFESSIONAL GROWTH                             3.56
 III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS         3.55
 III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST      3.55
 III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS          3.55
 IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                 3.55
 IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                  3.55
 IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT             3.52
 IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU       3.52
 IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT         3.52
 IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES        3.52
 IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES         3.52
 IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM       3.52
 III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS        3.45
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG       3.43
 IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT              3.41
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY               3.40
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS      3.38
 IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK      3.37
 IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                    3.31
 IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                 3.31
 IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING      3.24
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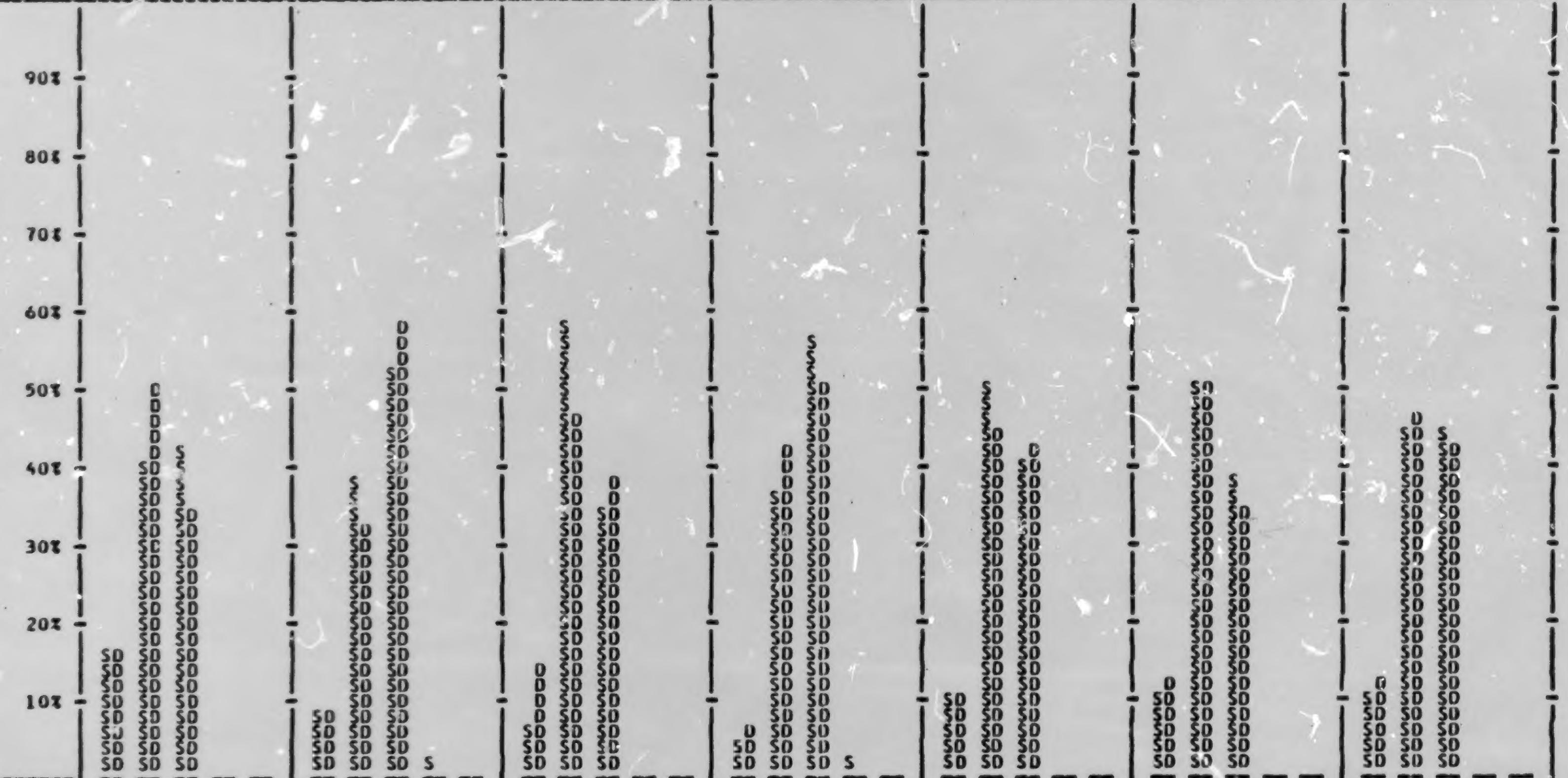
1981-82 SUMMARY OF TEACHER EVALUATIONS FOR SCIENCE (JR HI) (JUNE 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL SECONDARY TEACHERS; "S" SHOWS THIS SUBJECT ONLY.



COMPETENCY CATEGORIES ----->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	16	50	34	0	0	9	32	58	1	0	15	46	39	0	0	7	42	50	1	0	11	45	43	1	0	13	51	35	1	0	12	46	42	1	0
SUBJECT:	17	40	43	0	0	8	38	52	2	0	7	58	34	1	0	5	36	57	2	0	10	50	40	0	0	11	51	38	0	0	10	45	45	1	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS: TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED= 18

SUMMARY OF TEACHER EVALUATION RATINGS IN 1981-82
FOR TEACHERS IN SCIENCE (JR HI)
(NUMBER OF TEACHERS RATED = 018)

81.71

K-12

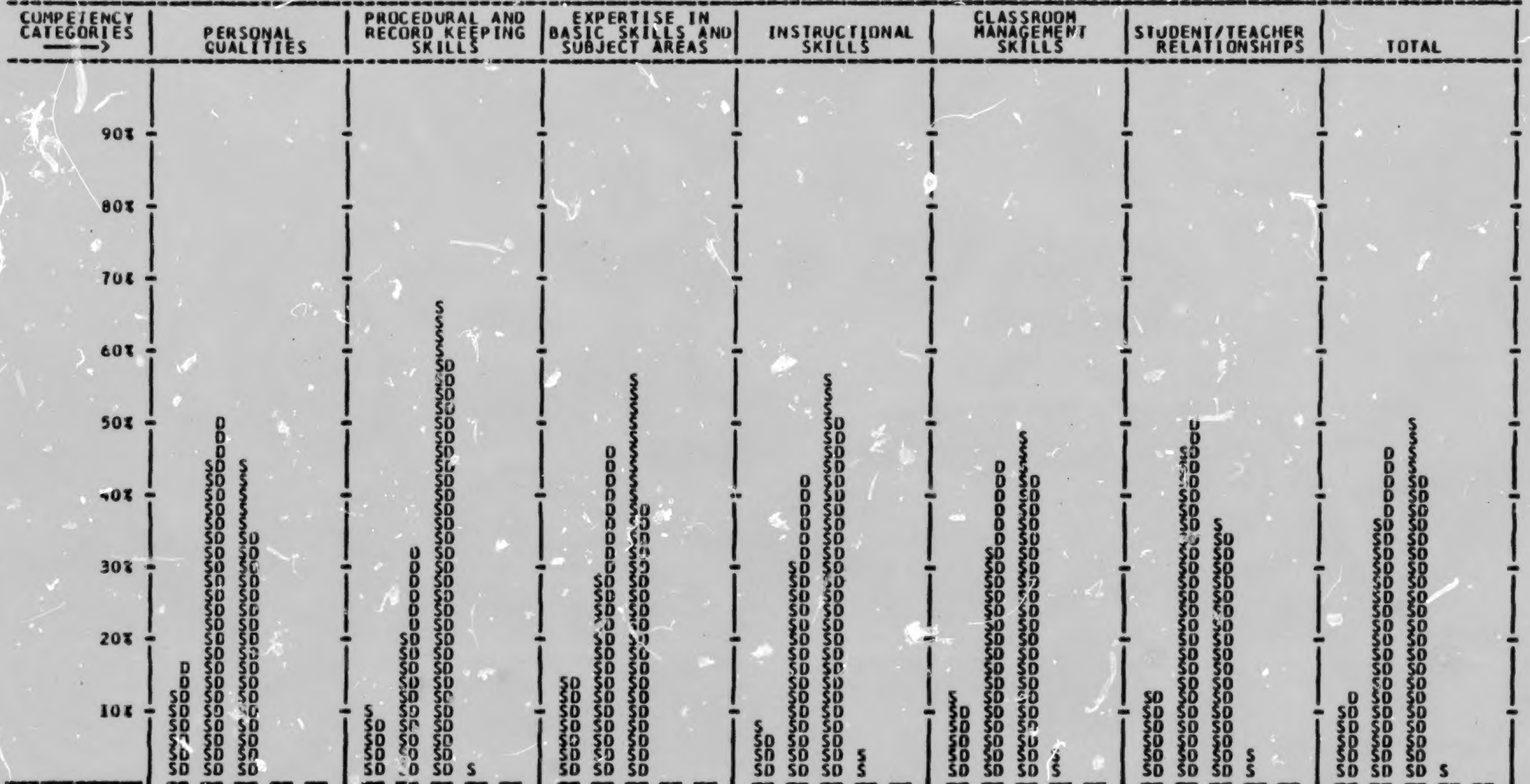
	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.7		28	64	69			
1. IS PUNCTUAL	4.1		6	7	5			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.8		3	9	6			
3. EXHIBITS POISE AND SELF-CONTROL	3.6		3	5	10			
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.8		1	12	5			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.6		4	2	12			
6. SHOWS ENTHUSIASM FOR WORK	4.0		4	9	4			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.8		4	6	8			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.3		1	3	14			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.8		2	11	5			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.5	1	4	19	26	1		
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.7		3	6	8			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.5		1	7	8	1		
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.4	1		6	10			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.7		6	52	30	1		
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.7			12	6			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.6		1	8	9			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.9		1	13	3			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.8		2	11	4	1		
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.7		2	8	8			
IIB. INSTRUCTIONAL SKILLS	3.4	7	11	74	119	4		
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.3	2		4	12			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.5		1	8	8	1		
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.7		3	7	8			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.6		1	9	8			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.2		1	2	13	1		
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.6			11	6	1		
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.5		1	7	10			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.6		2	7	9			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.5		1	8	8	1		
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.4		1	6	11			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.3	2		4	12			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.1	3		1	14			
IIC. CLASSROOM MANAGEMENT SKILLS	3.7	3	14	70	57			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.9		4	9	5			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.9		3	11	4			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.8		3	9	6			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.5		1	7	10			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.6			11	7			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.5		1	7	10			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.7		1	11	6			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.5	3	1	5	9			
III. STUDENT/TEACHER RELATIONSHIPS	3.7		18	82	62			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.7		1	10	7			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.4		1	6	11			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.7		2	9	7			
4. TREATS STUDENTS IMPARTIALLY	3.7		1	10	7			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.7		2	8	8			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.0		4	10	4			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.8		2	11	5			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.7			12	6			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.9		5	6	7			

COMPETENCIES BY RANK ORDER
FOR TEACHERS OF SCIENCE (JR HI)
IN 1981-82 (NUMBER OF TEACHERS RATED = 018)

		MEAN RATING
IA1.	IS PUNCTUAL	4.06
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.00
IA6.	SHOWS ENTHUSIASM FOR WORK	4.00
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.94
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.94
IIC9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.89
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.88
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.83
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.83
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	3.83
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.83
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.78
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.78
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	3.78
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.72
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.72
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.72
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.71
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	3.67
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.67
III4.	TREATS STUDENTS IMPARTIALLY	3.67
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.67
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.67
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.67
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.61
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.61
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.61
IA3.	EXHIBITS POISE AND SELF-CONTROL	3.61
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.56
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.56
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	3.56
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.50
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.50
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.50
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.50
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.50
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.47
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.47
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.44
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.44
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.38
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	3.28
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.25
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.25
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.18
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.07

1981-82 SUMMARY OF TEACHER EVALUATIONS FOR IND ARTS/CVAE/VEH/OCC ORIENT (JR HI) (JUNE 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL SECONDARY TEACHERS; "S" SHOWS THIS SUBJECT ONLY.



COMPETENCY CATEGORIES ——>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	16	50	34	0	0	9	32	58	1	0	15	46	39	0	0	7	42	50	1	0	11	45	43	1	0	13	51	35	1	0	12	46	42	1	0
SUBJECT:	12	44	44	0	0	10	21	67	2	0	14	29	57	0	0	8	30	57	4	0	13	33	49	5	0	13	46	36	4	0	11	36	50	3	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED= 16

SUMMARY OF TEACHER EVALUATION RATINGS IN 1981-82
FOR TEACHERS IN IND ARTS/CVAE/VEH/OCC ORIENT (JR HI)
(NUMBER OF TEACHERS RATED = 016)

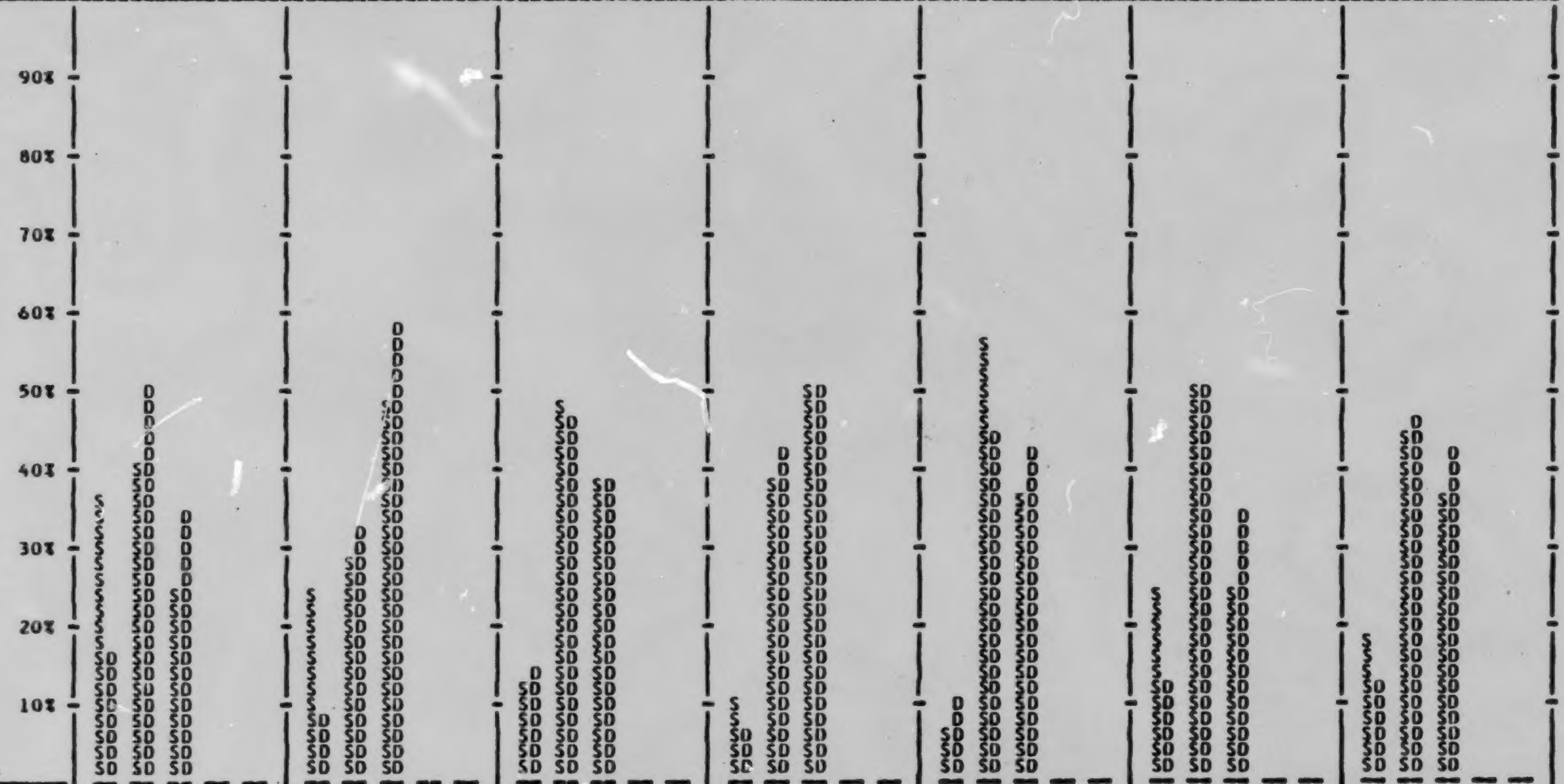
	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.7		17	63	63			
1. IS PUNCTUAL	4.0		5	6	5			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.9		3	8	5			
3. EXHIBITS POISE AND SELF-CONTROL	3.6		2	5	9			
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.6		1	7	8			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.5		1	6	9			
6. SHOWS ENTHUSIASM FOR WORK	3.6			9	7			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.7			11	5			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.7		2	6	7			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.7		3	5	8			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.4		5	10	32	1		
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.3		1	4	10	1		
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.4		2	3	11			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.4		2	3	11			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.6	1	11	23	45			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.4		1	5	10			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.3	1		4	11			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.1		6	6	4			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.4		1	4	11			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.6		3	4	9			
IIB. INSTRUCTIONAL SKILLS	3.4	1	16	57	109	8		1
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.6		1	8	6	1		
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.6		2	6	7	1		
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.8		5	4	6	1		
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.5		2	4	10			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.3		1	4	10	1		
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.5		1	7	7	1		
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.6		2	6	8			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.5		1	7	7	1		
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.1			3	12	1		
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.4		1	4	11			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.1			2	14			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.1	1		2	11	1		1
IIC. CLASSROOM MANAGEMENT SKILLS	3.5		16	42	63	7		
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.5		3	3	9	1		
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.6		3	3	10			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.4		1	5	10			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.4		1	4	11			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.8		3	7	5	1		
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.5		1	8	5	2		
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.6		2	6	7	1		
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.5		2	6	6	2		
III. STUDENT/TEACHER RELATIONSHIPS	3.7		19	66	52	6		
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.7		1	10	4	1		
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.5		1	6	7	1		
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.5		1	7	7	1		
4. TREATS STUDENTS IMPARTIALLY	3.6		1	8	6	1		
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.6		2	6	7	1		
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.5		2	5	8	1		
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.9		3	8	5			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.8		2	9	5			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.2		6	7	3			

COMPETENCIES BY RANK ORDER
FOR TEACHERS OF IND ARTS/CVAE/VEH/OCC ORIENT (JR HI)
IN 1981-82 (NUMBER OF TEACHERS RATED = 016)

	MEAN RATING
III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.19
IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.13
IA1. IS PUNCTUAL	4.00
III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.88
IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.88
III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	3.81
IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.81
IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.75
III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.69
IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	3.69
IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.69
IA8. DEMONSTRATES PROFESSIONAL GROWTH	3.67
IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.63
IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.63
III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.56
III4. TREATS STUDENTS IMPARTIALLY	3.56
IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.56
IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.56
IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.56
IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.56
IA6. SHOWS ENTHUSIASM FOR WORK	3.56
IA4. PRESENTS AN EFFECTIVE ROLE MODEL	3.56
IA3. EXHIBITS POISE AND SELF-CONTROL	3.56
III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.50
III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.50
IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.50
IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.50
IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.50
IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.50
IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.50
IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.50
IA5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.50
III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.47
IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.44
IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.44
IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.44
IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.44
IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.38
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.38
IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.38
IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.31
IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.31
IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.27
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.13
IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.13
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.07

1981-82 SUMMARY OF TEACHER EVALUATIONS FOR HOMEMAKING - REG (JR HI) (JUNE 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL SECONDARY TEACHERS; "S" SHOWS THIS SUBJECT ONLY.



COMPETENCY CATEGORIES ---->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	16	50	34	0	0	9	32	58	1	0	15	46	39	0	0	7	42	50	1	0	11	45	43	1	0	13	51	35	1	0	12	46	42	1	0
SUBJECT:	37	40	24	0	0	24	29	48	0	0	12	48	39	0	0	11	39	51	0	0	7	56	37	0	0	25	51	24	0	0	19	44	36	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS: TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED= 07

SUMMARY OF TEACHER EVALUATION RATINGS IN 1981-82
FOR TEACHERS IN HOMEMAKING - REG (JR HI)
(NUMBER OF TEACHERS RATED = 007)

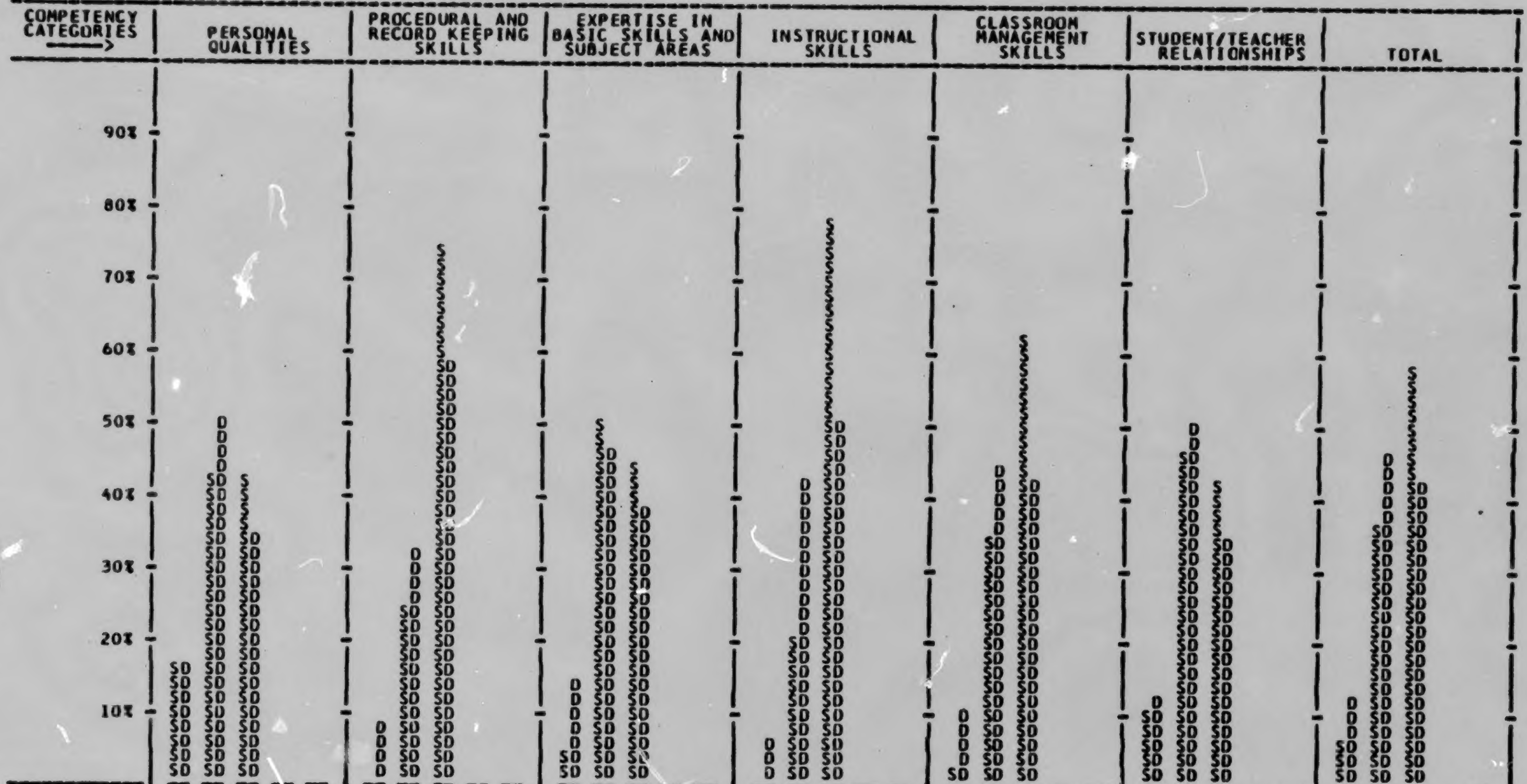
	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.1		23	25	15			
1. IS PUNCTUAL	4.0		2	3	2			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.9		2	2	3			
3. EXHIBITS POISE AND SELF-CONTROL	4.1		2	4	1			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.4		4	2	1			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.1		2	4	1			
6. SHOWS ENTHUSIASM FOR WORK	4.0		2	3	2			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.7		5	2				
8. DEMONSTRATES PROFESSIONAL GROWTH	3.7		1	3	3			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.1		3	2	2			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.8		5	6	10			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	4.1		2	4	1			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.7		2	1	4			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.4		1	1	5			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.7	2	4	16	13			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.9		1	4	2			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.4	2		2	3			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.9		1	4	2			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.7		1	3	3			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.7		1	3	3			
IIB. INSTRUCTIONAL SKILLS	3.6	1	9	32	42			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.4		1	1	5			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.9		1	4	2			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.9		2	2	3			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.7			5	2			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.9		2	2	3			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.7		1	3	3			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.7		1	3	3			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.6			4	3			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.6		1	2	4			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.4			3	4			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.3			2	5			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.2	1		1	5			
IIC. CLASSROOM MANAGEMENT SKILLS	3.7	2	4	30	20			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.9		1	4	2			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.9		1	4	2			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.0		1	5	1			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.3	1		2	4			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.7			5	2			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.6			4	3			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.7		1	3	3			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.5	1		3	3			
III. STUDENT/TEACHER RELATIONSHIPS	4.0		16	32	15			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.0		1	5	1			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.7		1	3	3			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.3		3	3	1			
4. TREATS STUDENTS IMPARTIALLY	4.0		2	3	2			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.0		3	1	3			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.0		1	5	1			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.7		1	3	3			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.4		3	4				
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.0		1	5	1			

COMPETENCIES BY RANK ORDER
FOR TEACHERS OF HOMEMAKING - REG (JR HI)
IN 1981-82 (NUMBER OF TEACHERS RATED = 007)

	MEAN RATING
IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.71
III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	4.43
IA4. PRESENTS AN EFFECTIVE ROLE MODEL	4.43
III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.29
IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES	4.14
IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	4.14
IA5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.14
IA3. EXHIBITS POISE AND SELF-CONTROL	4.14
III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.00
III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.00
III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.00
III4. TREATS STUDENTS IMPARTIALLY	4.00
III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.00
IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.00
IA6. SHOWS ENTHUSIASM FOR WORK	4.00
IA1. IS PUNCTUAL	4.00
IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.86
IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.86
IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.86
IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.86
IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.86
IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.86
IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.86
IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.86
III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.71
III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.71
IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.71
IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.71
IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.71
IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.71
IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.71
IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.71
IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.71
IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.71
IA8. DEMONSTRATES PROFESSIONAL GROWTH	3.71
IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.57
IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.57
IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.57
IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.50
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.43
IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.43
IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.43
IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.40
IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.33
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.29
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.14

1981-82 SUMMARY OF TEACHER EVALUATIONS FOR BUSINESS (JR HI) (JUNE 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL SECONDARY TEACHERS; "S" SHOWS THIS SUBJECT ONLY.



K-20

81.71

COMPETENCY CATEGORIES	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	16	50	34	0	0	9	32	58	1	0	15	46	39	0	0	7	42	50	1	0	11	45	43	1	0	13	51	35	1	0	12	46	42	1	0
SUBJECT:	17	42	42	0	0	0	25	75	0	0	5	50	45	0	0	0	21	79	0	0	3	34	63	0	0	11	46	43	0	0	7	36	58	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED= 04

SUMMARY OF TEACHER EVALUATION RATINGS IN 1981-82
FOR TEACHERS IN BUSINESS (JR HI)
(NUMBER OF TEACHERS RATED = 004)

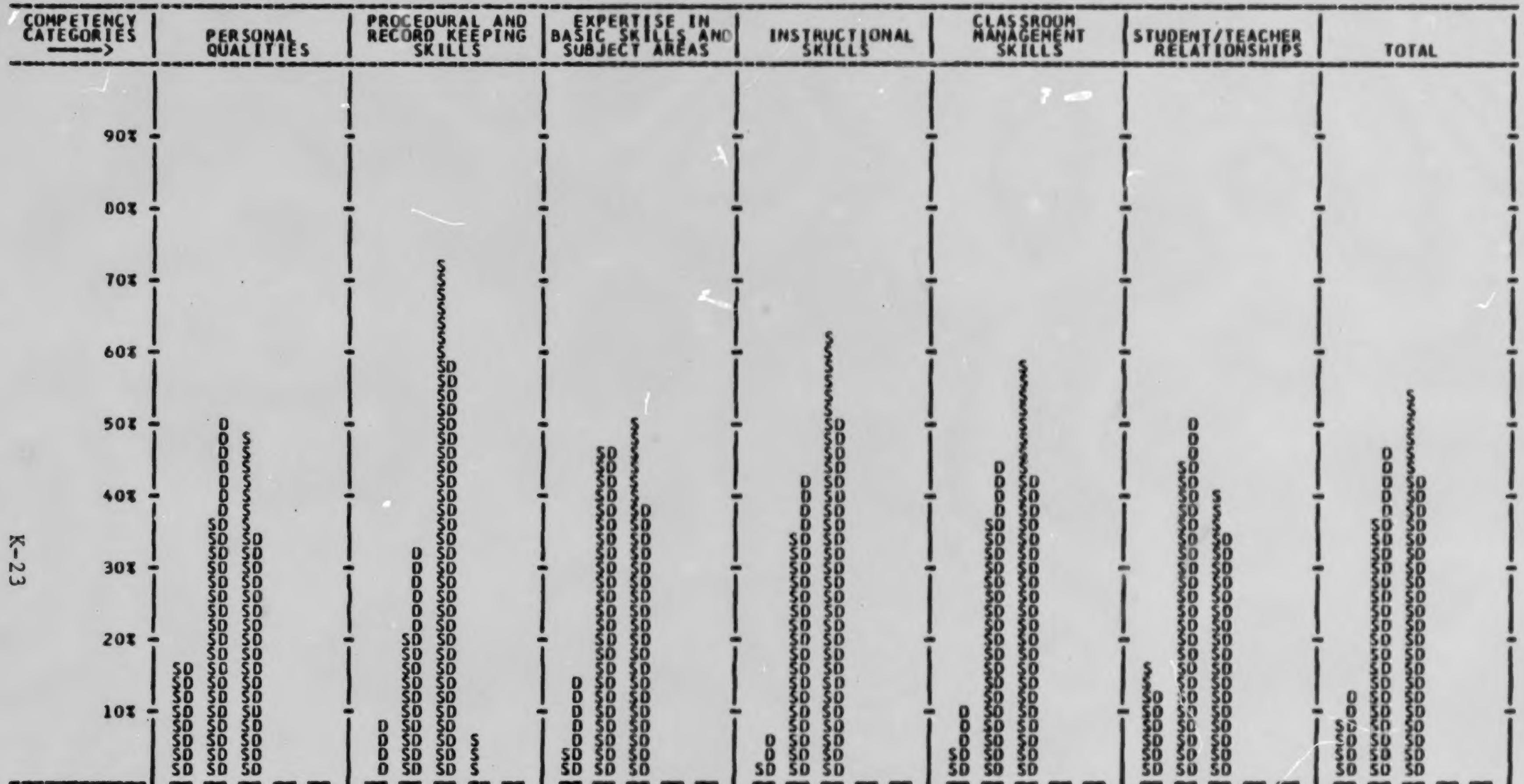
	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.8		6	15	15			
1. IS PUNCTUAL	4.0		1	2	1			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.0		1	2	1			
3. EXHIBITS POISE AND SELF-CONTROL	3.8		1	1	2			
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.8		1	1	2			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.5			2	2			
6. SHOWS ENTHUSIASM FOR WORK	3.8		1	1	2			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.8			3	1			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.3			1	3			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.0		1	2	1			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.3			3	9			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.5			2	2			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.0				4			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.3			1	3			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.6		1	10	9			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.0		1	2	1			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.3			1	3			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.8			3	1			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.5			2	2			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.5			2	2			
IIB. INSTRUCTIONAL SKILLS	3.2			10	38			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.3			1	3			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.3			1	3			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.5			2	2			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.5			2	2			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.3			1	3			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.0				4			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.3			1	3			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.3			1	3			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.0				4			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.3			1	3			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.0				4			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.0				4			
IIC. CLASSROOM MANAGEMENT SKILLS	3.4		1	11	20			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.5			2	2			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.5			2	2			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.8		1	1	2			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.3			1	3			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.5			2	2			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.3			1	3			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.5			2	2			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.0				4			
III. STUDENT/TEACHER RELATIONSHIPS	3.7		4	16	15			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.8			3	1			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.0				3			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.8			3	1			
4. TREATS STUDENTS IMPARTIALLY	4.0			4				
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.5			2	2			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.5		1		3			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.8		1	1	2			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	[illegible]		1	2	1			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.8		1	1	2			

COMPETENCIES BY RANK ORDER
FOR TEACHERS OF BUSINESS (JR HI)
IN 1981-82 (NUMBER OF TEACHERS RATED = 004)

		MEAN RATING
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	4.00
III4.	TREATS STUDENTS IMPARTIALLY	4.00
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.00
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	4.00
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.00
IA1.	IS PUNCTUAL	4.00
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.75
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.75
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.75
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.75
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.75
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.75
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.75
IA6.	SHOWS ENTHUSIASM FOR WORK	3.75
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	3.75
IA3.	EXHIBITS POISE AND SELF-CONTROL	3.75
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.50
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.50
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.50
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.50
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.50
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.50
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.50
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.50
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.50
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.50
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.50
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	3.50
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.25
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.25
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.25
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.25
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.25
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.25
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.25
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.25
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.25
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.25
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	3.25
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.00
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.00
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.00
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.00
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.00
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.00
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.00

1981-82 SUMMARY OF TEACHER EVALUATIONS FOR FOREIGN LANGUAGE (JR HI) (JUNE 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL SECONDARY TEACHERS; "S" SHOWS THIS SUBJECT ONLY.



COMPETENCY CATEGORIES ———>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	16	50	34	0	0	9	32	58	1	0	15	46	39	0	0	7	42	50	1	0	11	45	43	1	0	13	51	35	1	0	12	46	42	1	0
SUBJECT:	16	36	49	0	0	0	20	73	7	0	4	46	50	0	0	2	35	63	0	0	5	36	59	0	0	16	44	40	0	0	8	37	54	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS: TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED= 05

SUMMARY OF TEACHER EVALUATION RATINGS IN 1981-82
FOR TEACHERS IN FOREIGN LANGUAGE (JR HI)
(NUMBER OF TEACHERS RATED = 005)

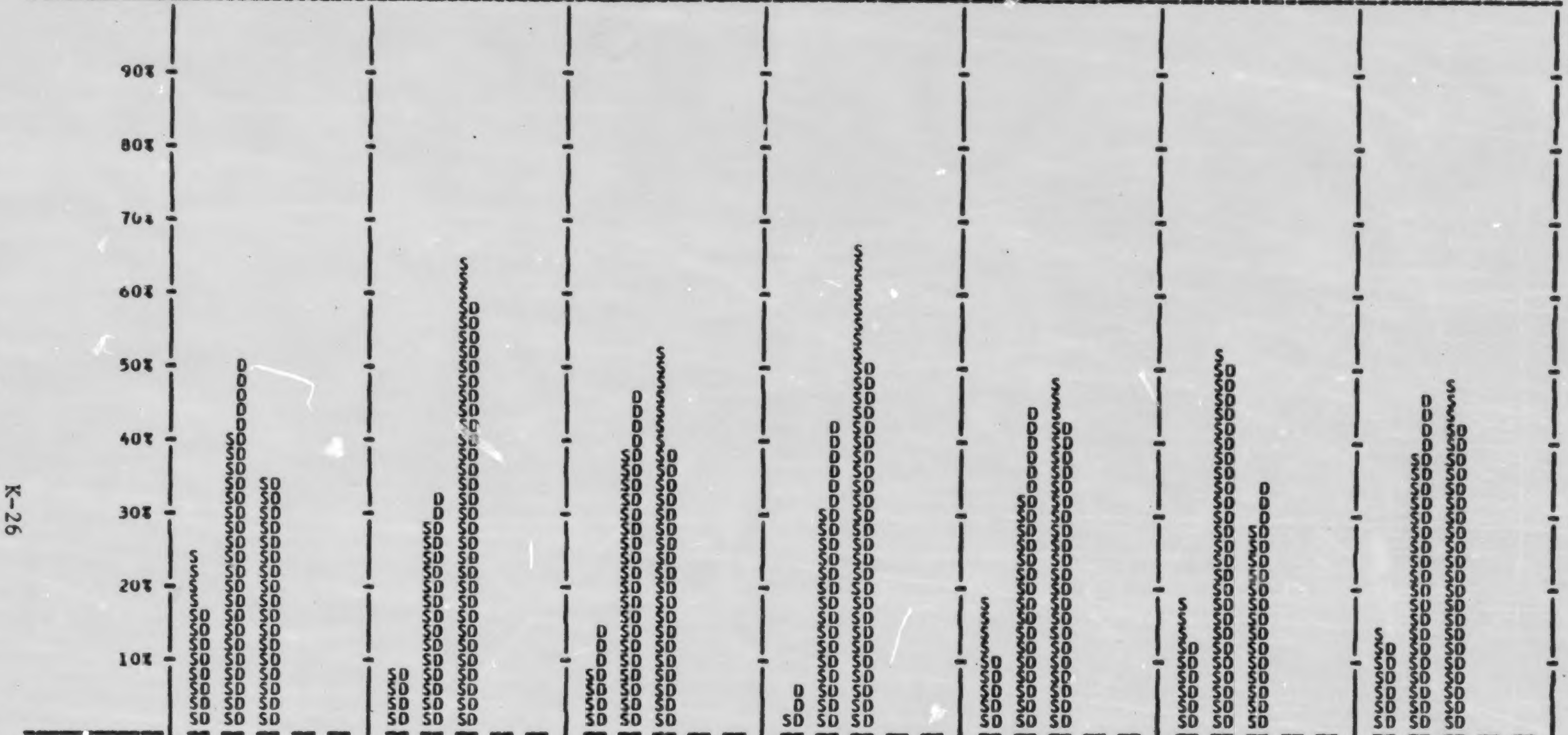
	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.7		7	16	22			
1. IS PUNCTUAL	3.4			2	3			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.8		2		3			
3. EXHIBITS POISE AND SELF-CONTROL	3.6			3	2			
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.8		1	2	2			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.6			3	2			
6. SHOWS ENTHUSIASM FOR WORK	4.0		1	3	1			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.2		2	2	1			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.2			1	4			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.4		1		4			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.1			3	11	1		
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.2			1	4			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.0			1	3	1		
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.2			1	4			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.5	1	1	11	12			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.2			1	4			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.3	1		1	3			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.0		1	3	1			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.8			4	1			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.4			2	3			
IIB. INSTRUCTIONAL SKILLS	3.4	3	1	20	36			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.8	1		3	1			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.8	1	1	1	2			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.6			3	2			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.2			1	4			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.2			1	4			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.4			2	3			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.4			2	3			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.8			4	1			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.0				5			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.2			1	4			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.2			1	4			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.3	1		1	3			
IIC. CLASSROOM MANAGEMENT SKILLS	3.5	1	2	14	23			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.0		1	3	1			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.2			1	4			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.4			2	3			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.2			1	4			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.8		1	2	2			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.2			1	4			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.4			2	3			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.5	1		2	2			
III. STUDENT/TEACHER RELATIONSHIPS	3.8	2	7	19	17			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.0	1	1	2	1			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.0	1	1	2	1			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.0		2	1	2			
4. TREATS STUDENTS IMPARTIALLY	3.4			2	3			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.6			3	2			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.0		1	3	1			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.6		1	1	3			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.6			3	2			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.8		1	2	2			

COMPETENCIES BY RANK ORDER
FOR TEACHERS OF FOREIGN LANGUAGE (JR HI)
IN 1981-82 (NUMBER OF TEACHERS RATED = 005)

		MEAN RATING
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.20
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.00
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.00
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.00
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.00
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.00
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.00
IA6.	SHOWS ENTHUSIASM FOR WORK	4.00
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.80
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.80
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.80
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.80
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	3.80
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.80
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.75
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.75
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	3.60
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.60
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.60
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.60
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	3.60
IA3.	EXHIBITS POISE AND SELF-CONTROL	3.60
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.50
III4.	TREATS STUDENTS IMPARTIALLY	3.40
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.40
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.40
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.40
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.40
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.40
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	3.40
IA1.	IS PUNCTUAL	3.40
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.25
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.25
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.20
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.20
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.20
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.20
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.20
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.20
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.20
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.20
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.20
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.20
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	3.20
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.00
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.00

1981-82 SUMMARY OF TEACHER EVALUATIONS FOR HEALTH/PHYSICAL ED (JR HI) (JUNE 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL SECONDARY TEACHERS; "S" SHOWS THIS SUBJECT ONLY.



COMPETENCY CATEGORIES --->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	16	50	34	0	0	9	32	58	1	0	15	46	39	0	0	7	42	50	1	0	11	45	43	1	0	13	51	35	1	0	12	46	42	1	0
SUBJECT:	25	40	35	0	0	8	28	64	0	0	9	38	53	0	0	3	31	66	1	0	19	33	48	0	0	19	52	29	0	0	14	38	48	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED= 12

SUMMARY OF TEACHER EVALUATION RATINGS IN 1981-82
FOR TEACHERS IN HEALTH/PHYSICAL ED (JR HI)
(NUMBER OF TEACHERS RATED = 012)

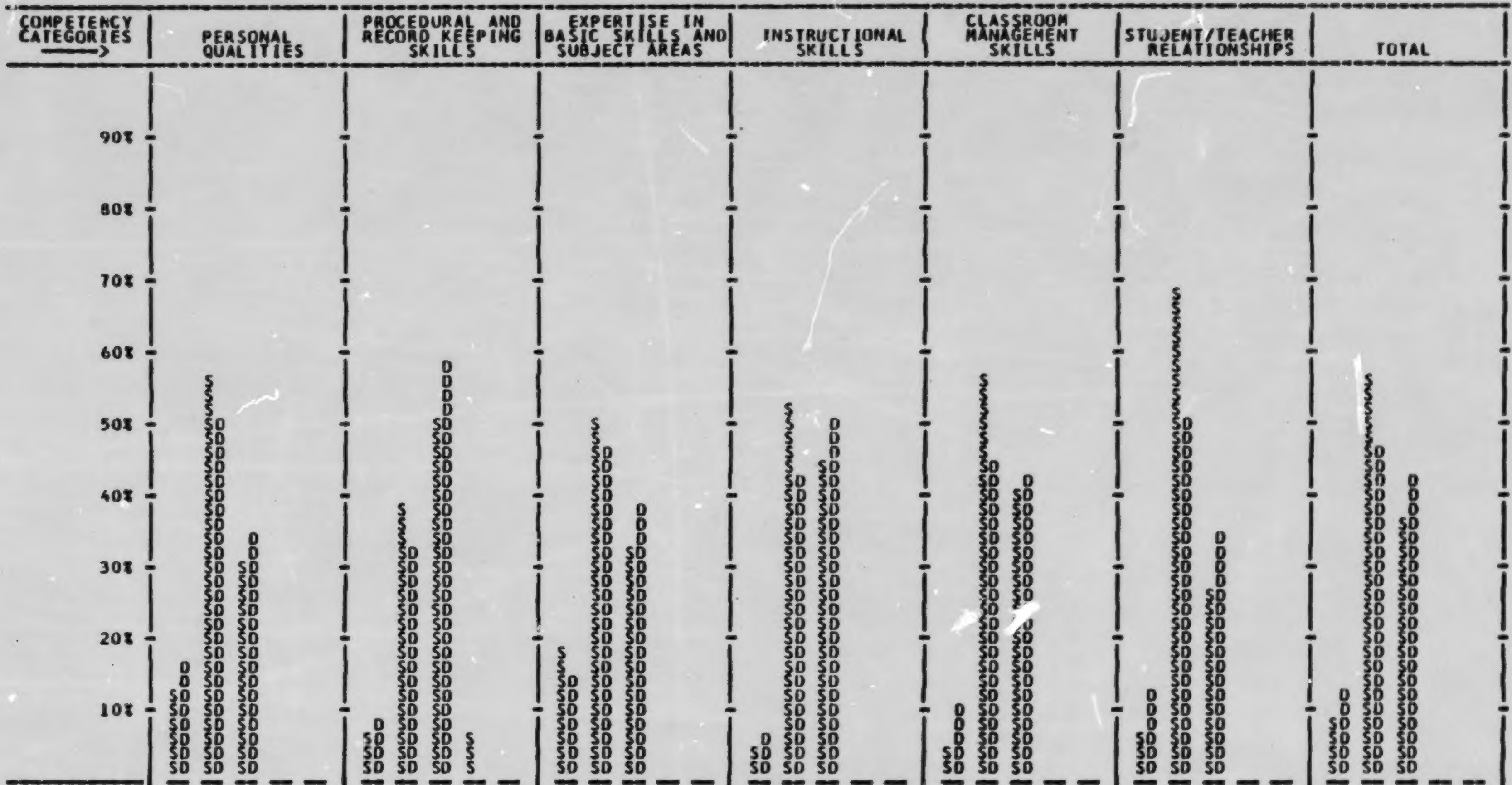
	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.9		27	43	38			
1. IS PUNCTUAL	3.8		2	6	4			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.4		6	5	1			
3. EXHIBITS POISE AND SELF-CONTROL	3.6		2	3	7			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.0		3	6	3			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.6		1	5	6			
6. SHOWS ENTHUSIASM FOR WORK	4.4		6	5	1			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.1		3	7	2			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.4		1	3	8			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.8		3	3	6			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.4		3	10	23			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.5		1	4	7			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.5		1	4	7			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.3		1	2	9			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.6	1	5	22	31			1
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.3			4	8			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.1	1		1	9			1
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.9		3	5	4			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.6		1	5	6			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.8		1	7	4			
IIB. INSTRUCTIONAL SKILLS	3.4		4	44	95	1		
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.4			5	7			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.5		1	4	7			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.6		1	5	6			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.5			6	6			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.3			3	9			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.8		1	7	4			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.6		1	5	6			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.5			6	6			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	2.9				11	1		
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.1			1	11			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.1			1	11			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.1			1	11			
IIC. CLASSROOM MANAGEMENT SKILLS	3.7		18	32	46			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.3		4	7	1			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.6		2	3	7			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.8		2	5	5			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.5		2	2	8			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.1		4	5	3			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.8		2	5	5			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.5		1	4	7			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.3		1	1	10			
III. STUDENT/TEACHER RELATIONSHIPS	3.9		21	56	31			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.0		3	6	3			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.8		1	7	4			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.8		1	8	3			
4. TREATS STUDENTS IMPARTIALLY	3.9		3	5	4			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.8		2	6	4			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.9		2	7	3			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.8		2	6	4			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.3		2	6	4			
9. [illegible]S A[illegible] TH[illegible]OM [illegible]CIL[illegible] IN[illegible]DUAL[illegible]RNIN[illegible]	[illegible]3		5	5	2			

COMPETENCIES BY RANK ORDER
FOR TEACHERS OF HEALTH/PHYSICAL ED (JR HI)
IN 1981-82 (NUMBER OF TEACHERS RATED = 012)

		MEAN RATING
IA6.	SHOWS ENTHUSIASM FOR WORK	4.42
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.42
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.25
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.25
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.08
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.08
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.00
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	4.00
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.92
III4.	TREATS STUDENTS IMPARTIALLY	3.92
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.92
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	3.83
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.83
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.83
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.83
IA1.	IS PUNCTUAL	3.83
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.75
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.75
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.75
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.75
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.75
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	3.75
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.58
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.58
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.58
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.58
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	3.58
IA3.	EXHIBITS POISE AND SELF-CONTROL	3.58
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.50
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.50
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.50
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.50
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.50
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.50
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.50
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.42
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	3.42
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.33
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.33
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.25
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.25
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.10
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.08
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.08
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.08
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	2.92

1981-82 SUMMARY OF TEACHER EVALUATIONS FOR ART (JR HI) (JUNE 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL SECONDARY TEACHERS; "S" SHOWS THIS SUBJECT ONLY.



COMPETENCY CATEGORIES	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	16	50	34	0	0	9	32	58	1	0	15	46	39	0	0	7	42	50	1	0	11	45	43	1	0	13	51	35	1	0	12	46	42	1	0
SUBJECT:	13	57	30	0	0	6	39	50	6	0	18	50	32	0	0	4	52	44	0	0	4	56	40	0	0	6	69	26	0	0	8	56	36	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED= 06

SUMMARY OF TEACHER EVALUATION RATINGS IN 1981-82
FOR TEACHERS IN ART (JR HI)
(NUMBER OF TEACHERS RATED = 006)

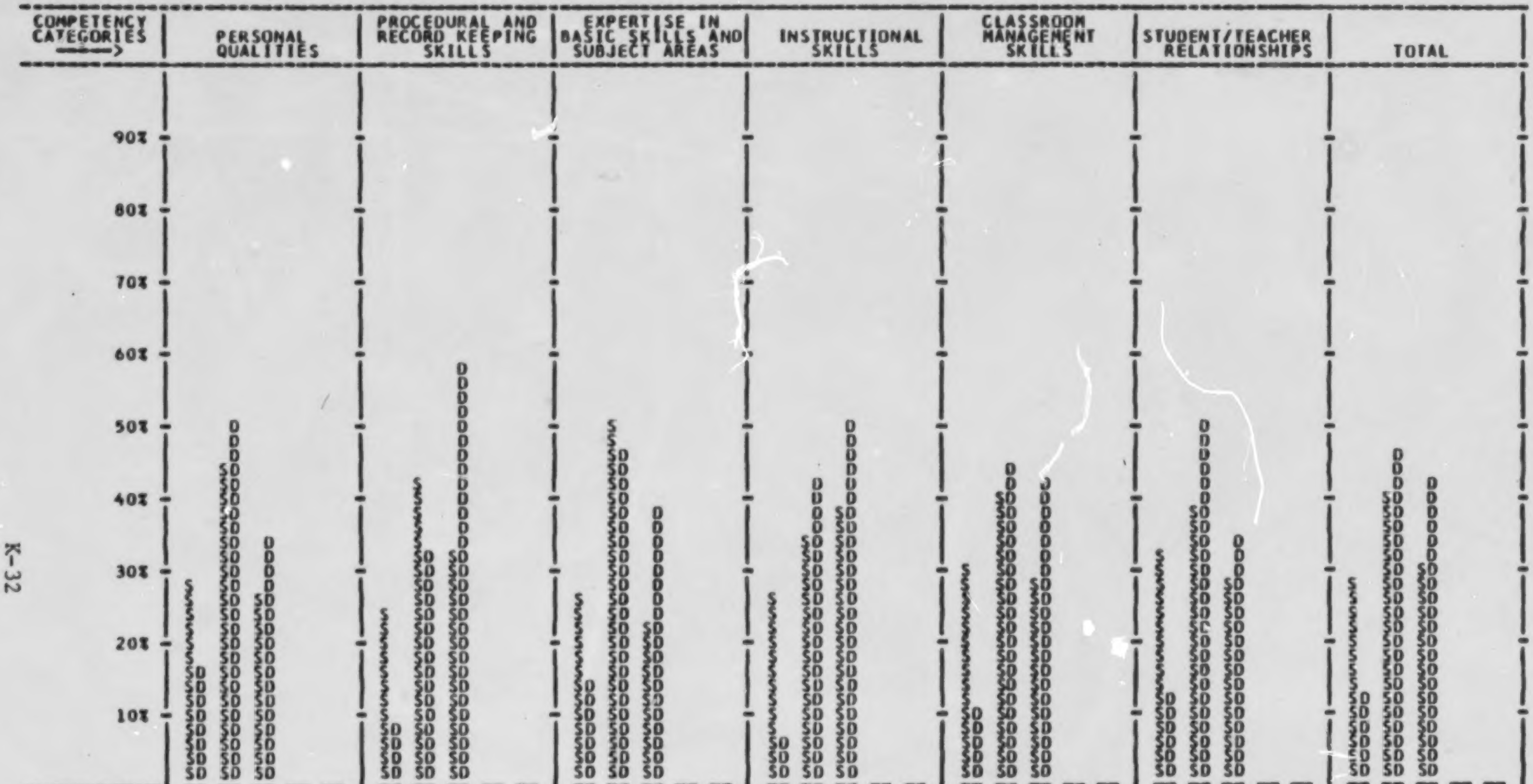
	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.8		7	31	16			
1. IS PUNCTUAL	3.7			4	2			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.2		2	3	1			
3. EXHIBITS POISE AND SELF-CONTROL	3.5			3	3			
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.8			5	1			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.5			3	3			
6. SHOWS ENTHUSIASM FOR WORK	4.3		3	2	1			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.0		1	4	1			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.5			3	3			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.0		1	4	1			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.[illegible]		1	7	9	1		
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.3			2	4			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.3			3	2	1		
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.7		1	2	3			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.9	1	5	14	9			1
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.5			3	3			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.5	1		2	2			1
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.5		4	1	1			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.8			5	1			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.8		1	3	2			
IIB. INSTRUCTIONAL SKILLS	3.6	1	3	37	31			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.7			4	2			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.7			4	2			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.8			5	1			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.5			3	3			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.3			2	4			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.5			3	3			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.8			5	1			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.5		3	3				
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.7			4	2			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.3			2	4			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.3			2	4			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.0	1			5			
IIC. CLASSROOM MANAGEMENT SKILLS	3.6		2	27	19			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.7			4	2			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.5			3	3			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.5			3	3			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.3			2	4			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.0		1	4	1			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.8		1	3	2			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.8			5	1			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.5			3	3			
III. STUDENT/TEACHER RELATIONSHIPS	3.8		3	37	14			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.7			4	2			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.0		1	4	1			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.7			4	2			
4. TREATS STUDENTS IMPARTIALLY	4.2		1	5				
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.8		1	3	2			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.7			4	2			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.8			5	1			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.5			3	3			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.8			5	1			

COMPETENCIES BY RANK ORDER
FOR TEACHERS OF ART (JR HI)
IN 1981-82 (NUMBER OF TEACHERS RATED = 006)

		MEAN RATING
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.50
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.50
IA6.	SHOWS ENTHUSIASM FOR WORK	4.33
III4.	TREATS STUDENTS IMPARTIALLY	4.17
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.17
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.00
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.00
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	4.00
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.00
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.83
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.83
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.83
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.83
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.83
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.83
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.83
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.83
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.83
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	3.83
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.67
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.67
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.67
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.67
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.67
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.67
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.67
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.67
IA1.	IS PUNCTUAL	3.67
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	3.50
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.50
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.50
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.50
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.50
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.50
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.50
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.50
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	3.50
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	3.50
IA3.	EXHIBITS POISE AND SELF-CONTROL	3.50
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.33
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.33
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.33
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.33
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.33
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.33
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.00

1981-82 SUMMARY OF TEACHER EVALUATIONS FOR READING (JR HI) (JUNE 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL SECONDARY TEACHERS; "S" SHOWS THIS SUBJECT ONLY.



PERCENT OF RESPONSES:	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	16	50	34	0	0	9	32	58	1	0	15	46	39	0	0	7	42	50	1	0	11	45	43	1	0	13	51	35	1	0	12	46	42	1	0
SUBJECT:	29	45	26	0	0	25	42	33	0	0	27	50	23	0	0	27	35	38	0	0	31	41	28	0	0	32	39	29	0	0	29	41	30	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED= 12

SUMMARY OF TEACHER EVALUATION RATINGS IN 1981-82
FOR TEACHERS IN READING (JR HI)
(NUMBER OF TEACHERS RATED = 012)

81.71

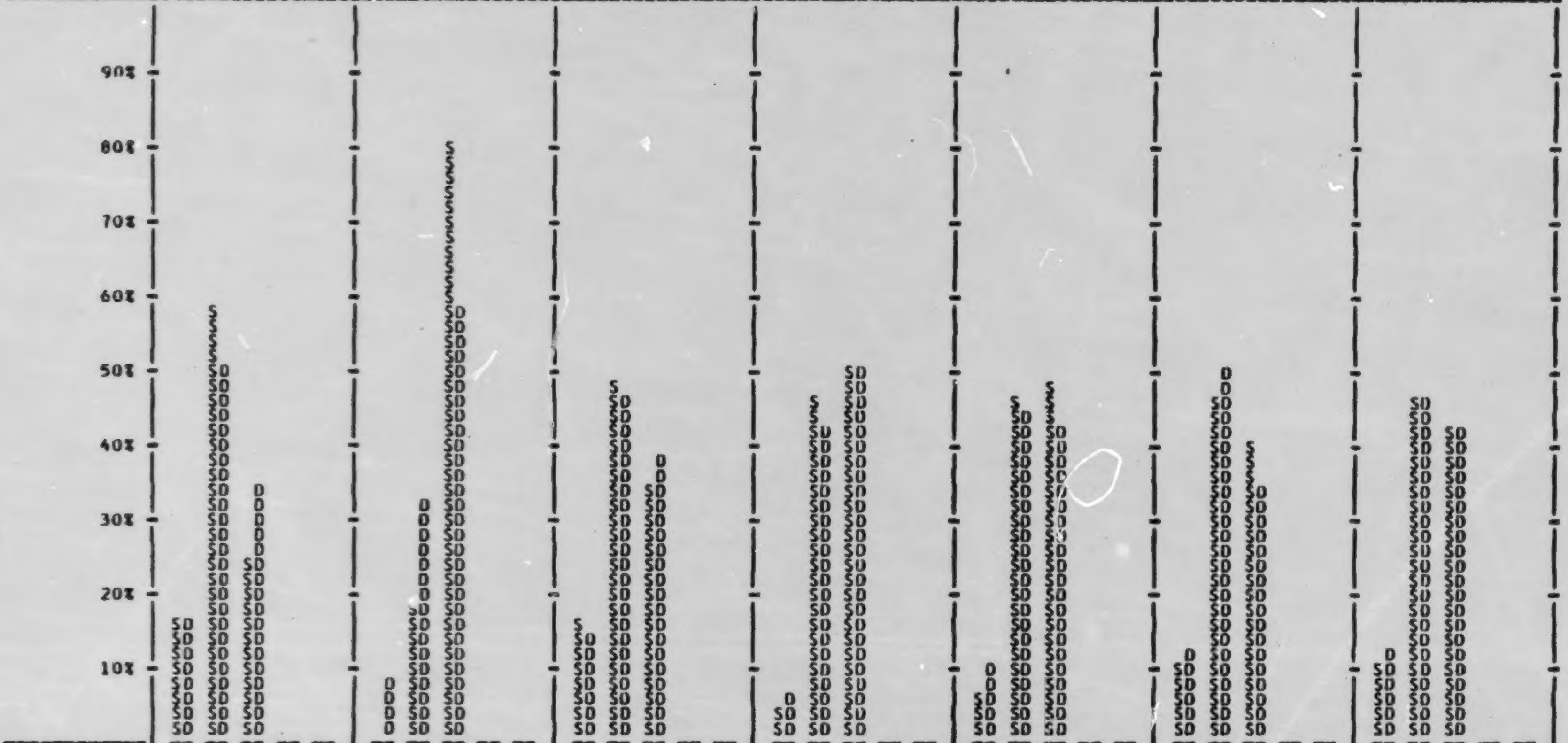
	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MININ ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.0		31	48	28			
1. IS PUNCTUAL	4.1		4	5	3			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.8		3	4	5			
3. EXHIBITS POISE AND SELF-CONTROL	3.9		2	7	3			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.0		4	4	4			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.9		2	7	3			
6. SHOWS ENTHUSIASM FOR WORK	4.2		4	6	2			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.3		4	6	1			
8. DEMONSTRATES PROFESSIONAL GROWTH	4.0		5	2	5			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.1		3	7	2			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.9		9	15	12			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.7		2	4	6			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	4.1		4	5	3			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	4.0		3	6	3			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.0	3	15	28	13			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.3		4	8				
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.3	3		3	6			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.3		6	4	2			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.1		3	7	2			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.9		2	6	3			
IIB. INSTRUCTIONAL SKILLS	3.9	5	37	48	53			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.0		3	6	3			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.0		4	4	4			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.0		5	2	5			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.9		4	3	5			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.9		4	3	5			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.9		4	3	5			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.0		3	5	3			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.8	1	3	3	5			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	4.0		3	6	3			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.7		2	4	6			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.8	1	2	5	4			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.4	3		4	5			
IIC. CLASSROOM MANAGEMENT SKILLS	4.0	1	29	39	27			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.3		5	5	2			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.1		4	5	3			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.2		5	4	3			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.8		2	6	4			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.2		4	6	2			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.8		3	4	5			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.1		3	7	2			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.7	1	3	2	6			
III. STUDENT/TEACHER RELATIONSHIPS	4.0		34	42	31			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.1		5	3	4			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.7		2	4	5			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.3		4	7	1			
4. TREATS STUDENTS IMPARTIALLY	4.1		3	7	2			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.1		5	3	4			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.1		5	3	4			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.9		3	5	4			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.8		3	4	5			
9. [illegible]ES A[illegible]D TH[illegible]OOM T[illegible]ACILITATE IN[illegible]DUAL LEARNIN[illegible]	[illegible].2		4	6	2			

COMPETENCIES BY RANK ORDER
FOR TEACHERS OF READING (JR HI)
IN 1981-82 (NUMBER OF TEACHERS RATED = 012)

		MEAN RATING
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.33
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.33
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.27
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.25
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.25
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.17
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.17
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.17
IA6.	SHOWS ENTHUSIASM FOR WORK	4.17
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.08
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.08
III4.	TREATS STUDENTS IMPARTIALLY	4.08
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.08
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.08
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.08
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.08
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	4.08
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	4.08
IA1.	IS PUNCTUAL	4.08
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	4.00
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.00
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	4.00
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.00
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.00
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	4.00
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	4.00
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	4.00
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.92
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.92
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.92
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.92
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	3.92
IA3.	EXHIBITS POISE AND SELF-CONTROL	3.92
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.91
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	3.83
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.83
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.83
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.83
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.82
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.82
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.73
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.73
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.67
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.67
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.44
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.33

1981-82 SUMMARY OF TEACHER EVALUATIONS FOR SPEECH/DRAMA (JR HI) (JUNE 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL SECONDARY TEACHERS; "S" SHOWS THIS SUBJECT ONLY.



COMPETENCY CATEGORIES --->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	16	50	34	0	0	9	32	58	1	0	15	46	39	0	0	7	42	50	1	0	11	45	43	1	0	13	51	35	1	0	12	46	42	1	0
SUBJECT:	17	58	25	0	0	0	19	81	0	0	16	49	35	0	0	5	46	50	0	0	6	46	48	0	0	11	47	41	1	0	10	47	43	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS: TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED= 09

SUMMARY OF TEACHER EVALUATION RATINGS IN 1981-82
FOR TEACHERS IN SPEECH/DRAMA (JR HI)
(NUMBER OF TEACHERS RATED = 009)

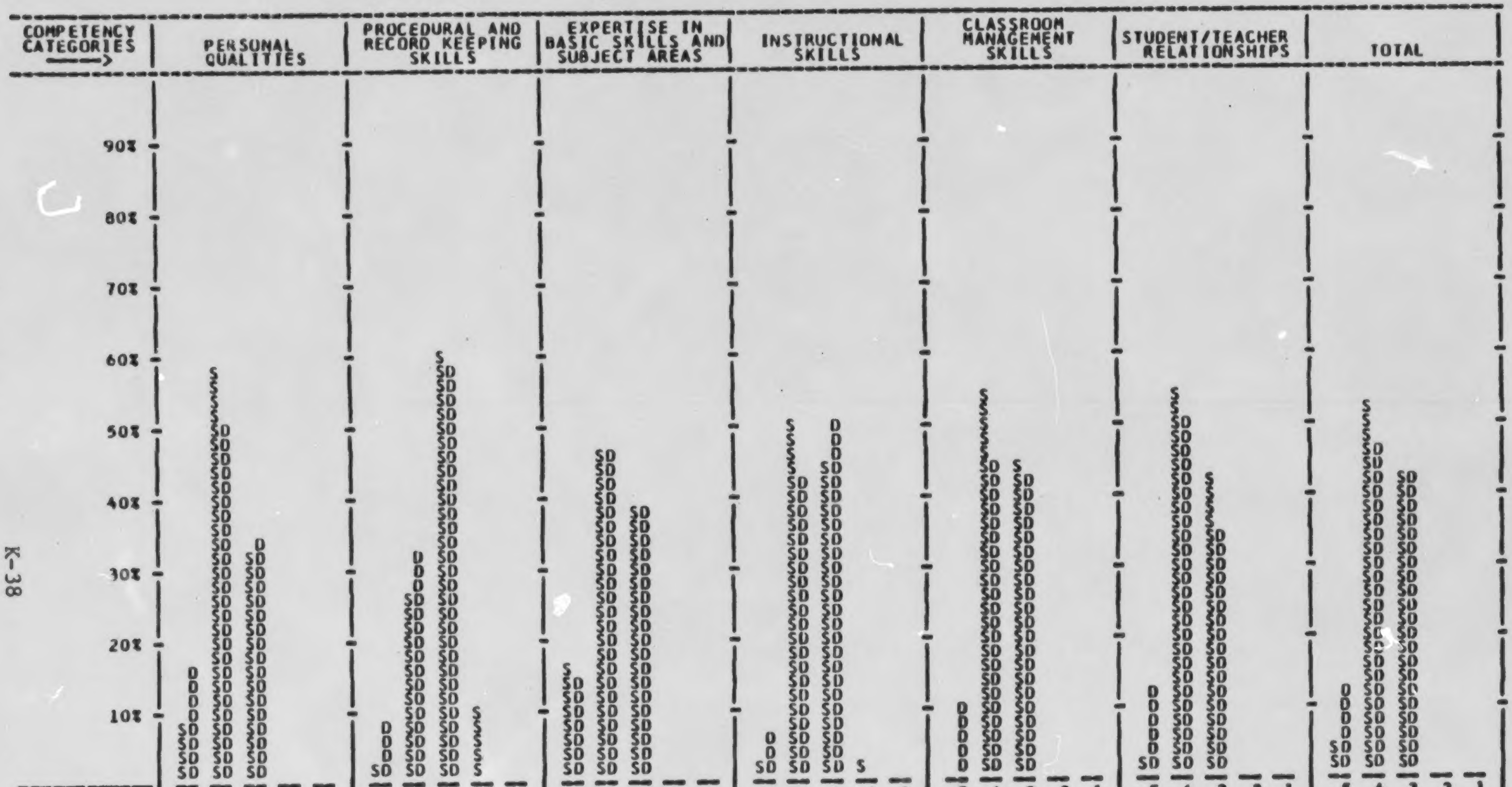
	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.9		14	47	20			
1. IS PUNCTUAL	3.8			7	2			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.1		2	6	1			
3. EXHIBITS POISE AND SELF-CONTROL	4.1		3	4	2			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.0		2	5	2			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.8			7	2			
6. SHOWS ENTHUSIASM FOR WORK	4.3		4	4	1			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.8		1	5	3			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.6			5	4			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.9		2	4	3			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.2			5	22			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.2			2	7			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.1			1	8			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.2			2	7			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.8	1	7	21	15			1
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.3		3	6				
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.0	1			7			1
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.1		2	6	1			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.1		2	6	1			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.3			3	6			
IIB. INSTRUCTIONAL SKILLS	3.6	1	5	49	53			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.3			3	6			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.6			5	4			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.9		1	6	2			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.8		1	5	3			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.4			4	5			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.8		1	5	3			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.6			5	4			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.0		1	7	1			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.7		1	4	4			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.2			2	7			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.1			1	8			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.3	1		2	6			
IIC. CLASSROOM MANAGEMENT SKILLS	3.6	1	4	33	34			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.8		2	3	4			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.6			5	4			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.4			4	5			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.4			4	5			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.9		2	4	3			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.7			6	3			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.3			3	6			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.5	1		4	4			
III. STUDENT/TEACHER RELATIONSHIPS	3.7		9	38	33	1		
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.7			6	3			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.7		1	5	2	1		
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.7		1	4	4			
4. TREATS STUDENTS IMPARTIALLY	3.7		1	4	4			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.8		2	3	4			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.8		2	3	4			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.6		1	3	5			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.7		1	4	4			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.7			6	3			

COMPETENCIES BY RANK ORDER
FOR TEACHERS OF SPEECH/DRAMA (JR HI)
IN 1981-82 (NUMBER OF TEACHERS RATED = 009)

		MEAN RATING
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.33
IA6.	SHOWS ENTHUSIASM FOR WORK	4.33
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.11
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.11
IA3.	EXHIBITS POISE AND SELF-CONTROL	4.11
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.11
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.00
IA4.	PRESENTS AN EFFECTIVE RULE MODEL	4.00
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.89
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.89
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	3.89
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.78
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.78
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.78
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.78
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.78
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.78
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	3.78
IA1.	IS PUNCTUAL	3.78
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.67
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	3.67
III4.	TREATS STUDENTS IMPARTIALLY	3.67
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.67
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.67
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.67
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.67
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.67
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.56
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.56
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.56
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.56
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	3.56
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.50
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.44
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.44
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.44
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.33
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.33
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.33
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.25
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.22
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.22
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.22
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.11
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.11
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.00

1981-82 SUMMARY OF TEACHER EVALUATIONS FOR BAND/ORCHESTRA (JR HI) (JUNE 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL SECONDARY TEACHERS; "S" SHOWS THIS SUBJECT ONLY.



COMPETENCY CATEGORIES	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	16	50	34	0	0	9	32	58	1	0	15	46	39	0	0	7	42	50	1	0	11	45	43	1	0	13	51	35	1	0	12	46	42	1	0
SUBJECT:	9	58	33	0	0	3	27	60	10	0	17	46	38	0	0	3	51	45	2	0	0	55	45	0	0	2	54	42	1	0	5	52	42	1	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED= 10

SUMMARY OF TEACHER EVALUATION RATINGS IN 1981-82
FOR TEACHERS IN BAND/ORCHESTRA (JR HI)
(NUMBER OF TEACHERS RATED = 010)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.8		8	52	30			
1. IS PUNCTUAL	3.4			4	6			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.7		1	5	4			
3. EXHIBITS POISE AND SELF-CONTROL	3.6			6	4			
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.7			7	3			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.5			5	5			
6. SHOWS ENTHUSIASM FOR WORK	4.3		3	7				
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.9			9	1			
8. DEMONSTRATES PROFESSIONAL GROWTH	4.0		3	4	3			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.7		1	5	4			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.2		1	8	18	3		
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.3		1	2	6	1		
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.0			2	6	2		
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.4			4	6			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.8	1	8	22	18			1
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.7		1	5	4			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.1	1		1	7			1
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.6		6	4				
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.9		1	7	2			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.5			5	5			
IIB. INSTRUCTIONAL SKILLS	3.5	1	3	61	53	2		
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.8		1	6	3			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.1		1	9				
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.5			5	5			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.6			6	4			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.2			3	6	1		
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.7		1	5	4			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.7			7	3			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.4			4	6			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.2			3	6	1		
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.5			5	5			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.5			5	5			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.3	1		3	6			
IIC. CLASSROOM MANAGEMENT SKILLS	3.6			44	36			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.8			8	2			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.5			5	5			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.5			5	5			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.5			5	5			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.8			8	2			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.4			4	6			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.6			6	4			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.3			3	7			
III. STUDENT/TEACHER RELATIONSHIPS	3.6		2	49	38	1		
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.6			6	4			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.6			6	4			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.6			6	4			
4. TREATS STUDENTS IMPARTIALLY	3.4			4	6			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.5			5	5			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.5			5	5			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.7			7	3			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.9		1	7	2			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.4		1	3	5	1		

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COMPETENCIES BY RANK ORDER
FOR TEACHERS OF BAND/ORCHESTRA                  (JR HI)            MEAN
IN 1981-82 (NUMBER OF TEACHERS RATED = 010)                        RATING
                                                                   ------
IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT          4.60
 IA6. SHOWS ENTHUSIASM FOR WORK                                     4.30
IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES          4.10
 IA8. DEMONSTRATES PROFESSIONAL GROWTH                              4.00
III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP       3.90
IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION        3.90
 IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                         3.90
IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                   3.80
IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG       3.80
IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                   3.80
III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS          3.70
IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU        3.70
IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM        3.70
IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                     3.70
 IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS           3.70
 IA4. PRESENTS AN EFFECTIVE ROLE MODEL                              3.70
 IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS            3.70
III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                  3.60
III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS           3.60
III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                      3.60
IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                  3.60
IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT          3.60
 IA3. EXHIBITS POISE AND SELF-CONTROL                               3.60
III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST       3.50
III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS         3.50
IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT              3.50
IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST               3.50
IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS         3.50
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY               3.50
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG       3.50
IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES         3.50
IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM        3.50
 IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                       3.50
III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING       3.40
III4. TREATS STUDENTS IMPARTIALLY                                   3.40
IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                     3.40
IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING       3.40
 IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                        3.40
 IA1. IS PUNCTUAL                                                   3.40
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS      3.33
IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK       3.30
 IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                     3.30
IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                  3.20
IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT               3.20
IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS             3.13
 IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE         3.00
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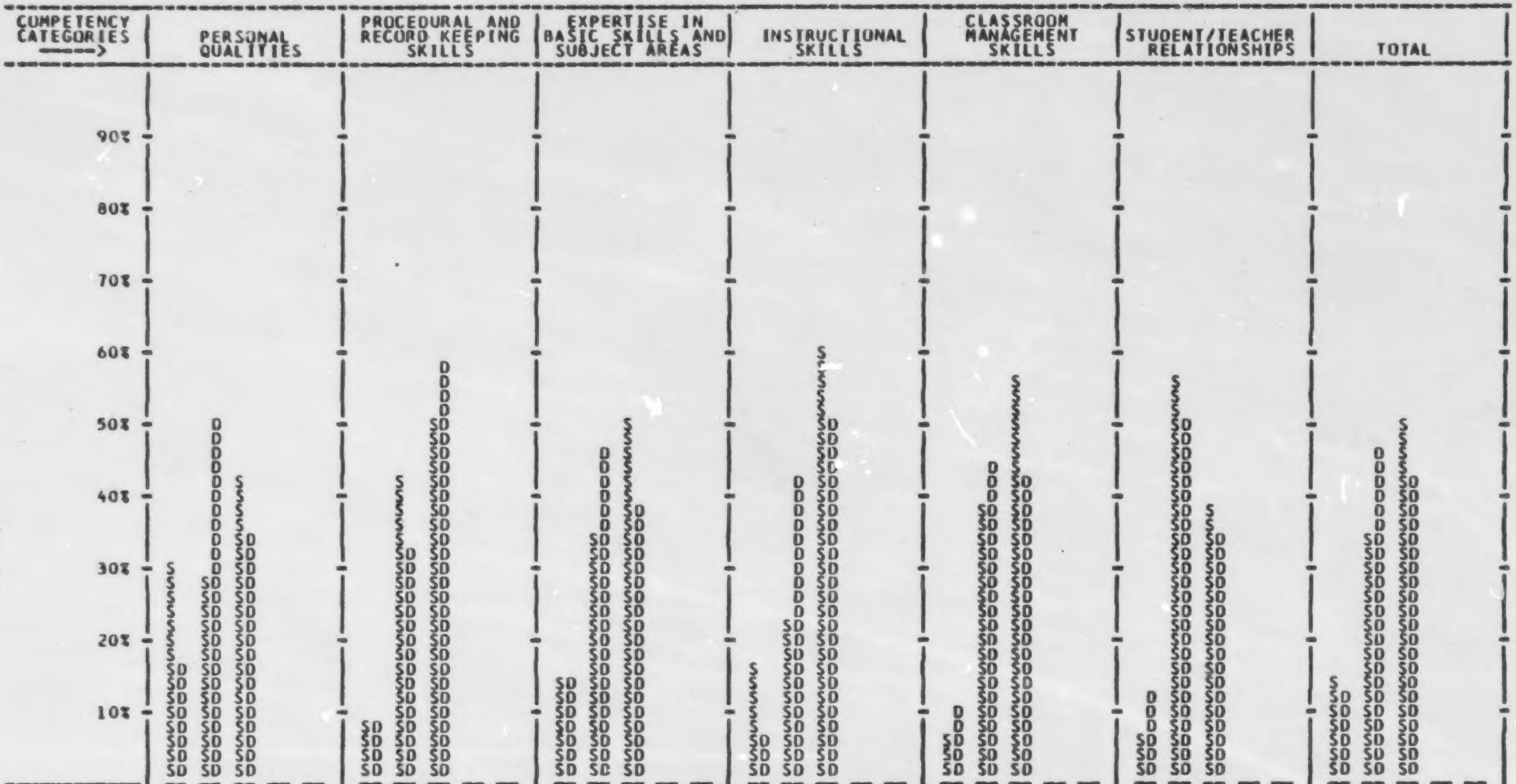
K-40

1981-82 SUMMARY OF TEACHER EVALUATIONS FOR CHOIR (JB HI) (JUNE 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL SECONDARY TEACHERS; "S" SHOWS THIS SUBJECT ONLY.



COMPETENCY CATEGORIES ——>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	16	50	34	0	0	9	32	58	1	0	15	46	39	0	0	7	42	50	1	0	11	45	43	1	0	13	51	35	1	0	12	46	42	1	0
SUBJECT:	31	28	42	0	0	8	42	50	0	0	15	35	50	0	0	17	23	60	0	0	6	38	56	0	0	6	56	39	0	0	15	35	50	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS: TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED= 04

SUMMARY OF TEACHER EVALUATION RATINGS IN 1981-82
FOR TEACHERS IN CHOIR (JR HI)
(NUMBER OF TEACHERS RATED = 004)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.9		11	10	15			
1. IS PUNCTUAL	4.3		2	1	1			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.8		1	1	2			
3. EXHIBITS POISE AND SELF-CONTROL	3.8		1	1	2			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.0		1	2	1			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.5		1		3			
6. SHOWS ENTHUSIASM FOR WORK	4.0		1	2	1			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.8		1	1	2			
8. DEMONSTRATES PROFESSIONAL GROWTH	4.3		2	1	1			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.8		1	1	2			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.6		1	5	6			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.5			2	2			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.8		1	1	2			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.5			2	2			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.7		3	7	10			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.8		1	1	2			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.0				4			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.3		2	1	1			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.5			2	2			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.8			3	1			
IIB. INSTRUCTIONAL SKILLS	3.6		8	11	29			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.5		1		3			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.5		1		3			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.0		1	2	1			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.5		1		3			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.5		1		3			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.3			1	3			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.0		1	2	1			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.0		1	2	1			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.5			2	2			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.3			1	3			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.3			1	3			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.5		1		3			
IIC. CLASSROOM MANAGEMENT SKILLS	3.5		2	12	18			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.8			3	1			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.8			3	1			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.8		1	1	2			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.3			1	3			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.5			2	2			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.5		1		3			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.3			1	3			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.3			1	3			
III. STUDENT/TEACHER RELATIONSHIPS	3.7		2	20	14			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.8			3	1			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.5			2	2			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.8			3	1			
4. TREATS STUDENTS IMPARTIALLY	4.3		1	3				
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.0		1	2	1			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.3			1	3			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.3			1	3			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.8			3	1			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.5			2	2			

81.71

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COMPETENCIES BY RANK ORDER
FOR TEACHERS OF CHOIR                              (JR HI)          MEAN
IN 1981-82 (NUMBER OF TEACHERS RATED = 004)                        RATING
                                                                   ------
 IID4. TREATS STUDENTS IMPARTIALLY                                  4.25
 IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT         4.25
  IA8. DEMONSTRATES PROFESSIONAL GROWTH                             4.25
  IA1. IS PUNCTUAL                                                  4.25
 IID5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS        4.00
 IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING      4.00
 IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU       4.00
 IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES        4.00
  IA6. SHOWS ENTHUSIASM FOR WORK                                    4.00
  IA4. PRESENTS AN EFFECTIVE ROLE MODEL                             4.00
 IID8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP      3.75
 IID3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                 3.75
 IID1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                     3.75
 IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST              3.75
 IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS        3.75
 IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG      3.75
 IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM       3.75
 IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                    3.75
  IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE        3.75
  IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS          3.75
  IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                        3.75
  IA3. EXHIBITS POISE AND SELF-CONTROL                              3.75
  IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS           3.75
 IID9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING      3.50
 IID2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS          3.50
 IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                    3.50
 IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                  3.50
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS      3.50
 IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                 3.50
 IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT              3.50
 IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT         3.50
 IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES         3.50
 IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                  3.50
 IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION       3.50
  IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                       3.50
  IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                    3.50
  IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                      3.50
 IID7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS         3.25
 IID6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST      3.25
 IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK      3.25
 IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                 3.25
 IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT             3.25
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY               3.25
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG       3.25
 IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM       3.25
 IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS            3.00
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District Priorities

Appendix L

EVALUATION SUMMARIES: ALL SENIOR HIGH TEACHERS BY SUBJECT AREA

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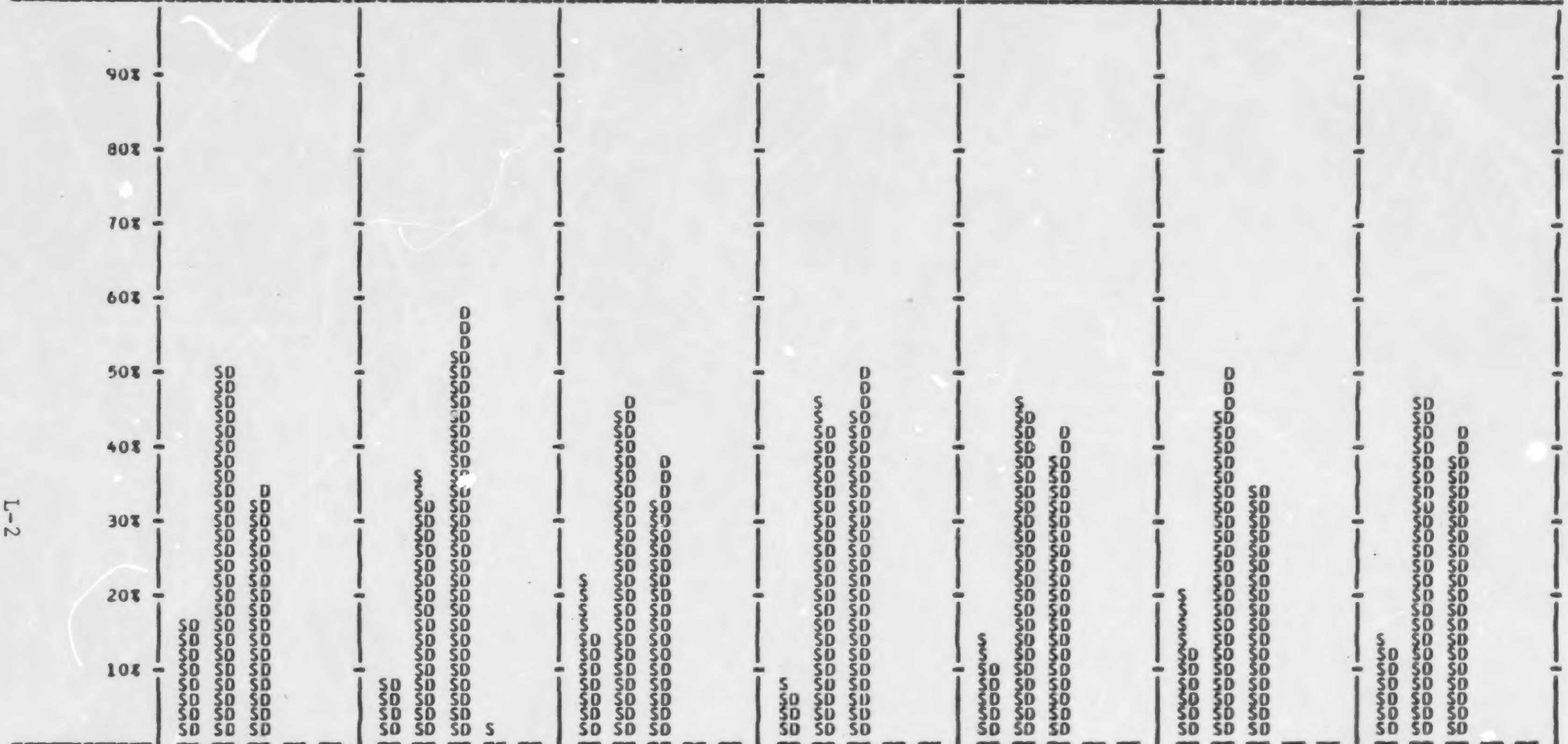
1981-82 SUMMARY OF TEACHER EVALUATIONS FOR ENGLISH/COM ARTS/LANG ARTS (SR HI) (JUNE 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL SECONDARY TEACHERS; "S" SHOWS THIS SUBJECT ONLY.



COMPETENCY CATEGORIES ——>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	16	50	34	0	0	9	32	58	1	0	15	46	39	0	0	7	42	50	1	0	11	45	43	1	0	13	51	35	1	0	12	46	42	1	0
SUBJECT:	16	51	33	0	0	9	36	52	3	0	23	45	32	0	0	9	46	45	0	0	14	46	38	1	0	21	45	34	0	0	15	46	38	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS: TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED= 47

SUMMARY OF TEACHER EVALUATION RATINGS IN 1981-82
FOR TEACHERS IN ENGLISH/COM ARTS/LANG ARTS (SR HI)
(NUMBER OF TEACHERS RATED = 047)

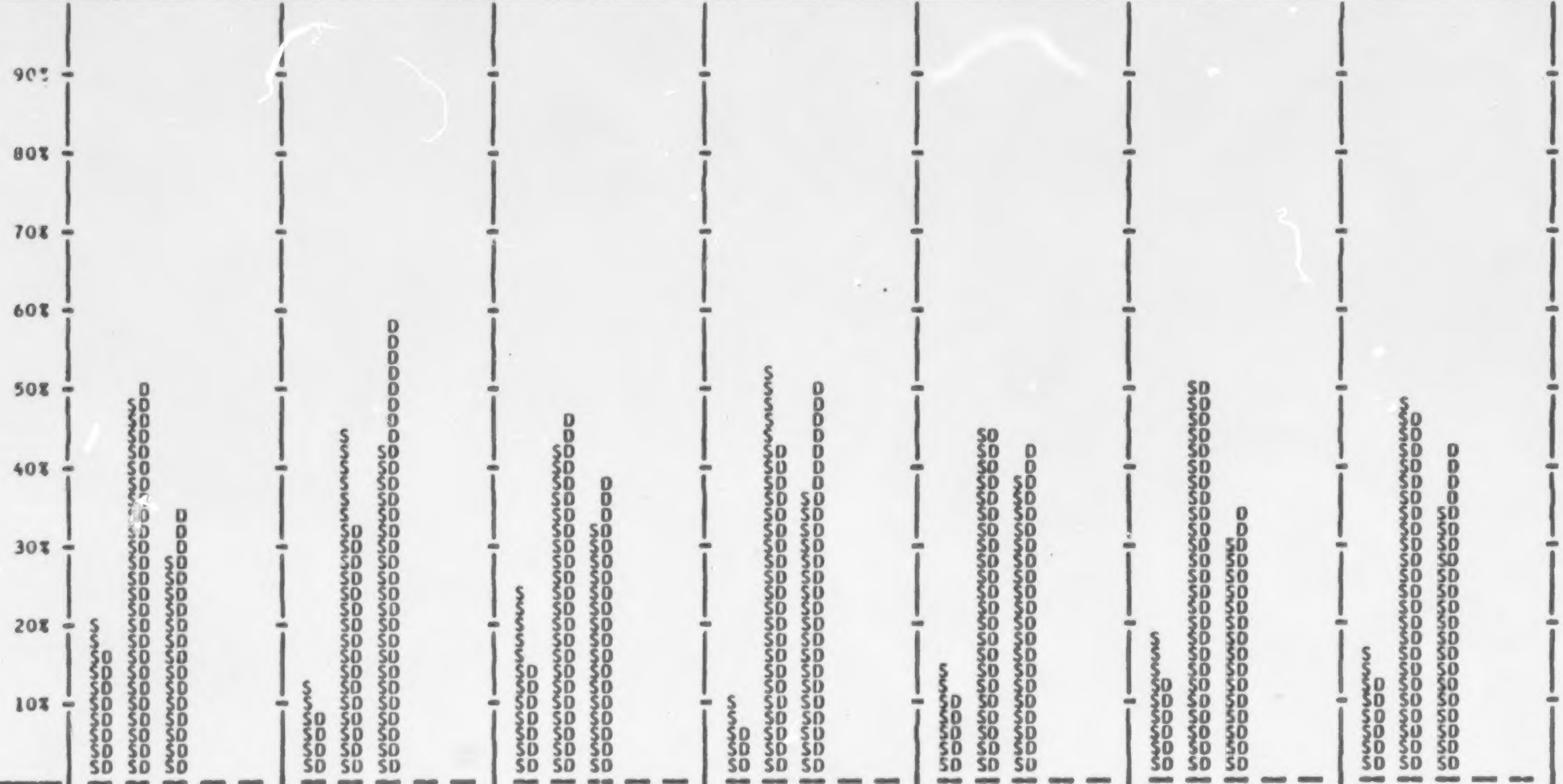
	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.8	3	66	213	139	1		
1. IS PUNCTUAL	3.7		7	21	18	1		
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.7		7	21	19			
3. EXHIBITS POISE AND SELF-CONTROL	3.8		7	25	15			
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.9		7	26	14			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.8		3	30	13			
6. SHOWS ENTHUSIASM FOR WORK	4.1		15	22	10			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.8		5	26	16			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.8	3	10	15	19			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.8		5	27	15			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.5		12	51	74	4		
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.4		3	16	27	1		
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.4		3	16	25	3		
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.7		6	19	22			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.9	1	52	104	75			3
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.4		20	25	2			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.2		1	7	36			3
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.1		15	23	9			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.0		10	27	10			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.7	1	6	22	18			
IIB. INSTRUCTIONAL SKILLS	3.6	1	53	258	252			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.5		2	21	24			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.6		5	17	25			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.9		6	28	13			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.8		7	24	16			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.6	1	5	17	24			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.8		7	24	16			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.7		3	28	16			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.9		9	25	13			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.7		2	28	17			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.5		3	18	26			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.5		2	18	27			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.3		2	10	35			
IIC. CLASSROOM MANAGEMENT SKILLS	3.7	3	53	172	143	4		
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.0		12	23	11	1		
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.8		8	21	17	1		
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.9		5	31	10	1		
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.6		3	22	22			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.9		11	21	15			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.6		5	19	22			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.8		7	23	17			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.3	3	2	12	29	1		
III. STUDENT/TEACHER RELATIONSHIPS	3.9		90	190	142	1		
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.8		7	23	17			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.8		8	21	18			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.0		11	27	9			
4. TREATS STUDENTS IMPARTIALLY	4.0		12	24	11			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.9		14	14	19			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.9		9	25	13			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.9		9	25	13			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.8		10	18	19			
9. [illegible]ES A[illegible]D TH[illegible]OOM [illegible]ACILITATE INDIVIDUAL LEARNING	3.7		10	13	23	1		

COMPETENCIES BY RANK ORDER
FOR TEACHERS OF ENGLISH/COM ARTS/LANG ARTS (SR HI)
IN 1981-82 (NUMBER OF TEACHERS RATED = 047)

		MEAN RATING
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.38
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.13
IA6.	SHOWS ENTHUSIASM FOR WORK	4.11
IID3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.04
IID4.	TREATS STUDENTS IMPARTIALLY	4.02
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.00
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.98
IID7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.91
IID6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.91
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.91
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.91
IID5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.89
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.85
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.85
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	3.85
IA3.	EXHIBITS POISE AND SELF-CONTROL	3.83
IID8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	3.81
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.81
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.81
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	3.80
IID2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.79
IID1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.79
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.79
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	3.79
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	3.78
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.77
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.77
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.74
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.74
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.72
IA1.	IS PUNCTUAL	3.72
IID9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.68
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.68
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.66
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.63
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.60
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.59
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.57
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.53
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.51
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.47
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.45
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.40
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.34
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.30
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.20

1981-82 SUMMARY OF TEACHER EVALUATIONS FOR GEOG/SOC SCI/SOC/GOV/HIS/PSY (SR HI) (JUNE 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL SECONDARY TEACHERS; "S" SHOWS THIS SUBJECT ONLY.



COMPETENCY CATEGORIES ——>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	16	50	34	0	0	9	32	58	1	0	15	46	39	0	0	7	42	50	1	0	11	45	43	1	0	13	51	35	1	0	12	46	42	1	0
SUBJECT:	21	49	29	0	0	12	44	43	0	0	24	43	33	0	0	11	52	36	0	0	15	45	39	0	0	19	51	30	0	0	17	49	34	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED= 30

SUMMARY OF TEACHER EVALUATION RATINGS IN 1981-82
FOR TEACHERS IN GEOG/SOC SCI/SOC/GOV/HIS/PSY (SR HI)
(NUMBER OF TEACHERS RATED = 030)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.9		57	133	78	1		
1. IS PUNCTUAL	3.8		5	15	10			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.0		11	7	12			
3. EXHIBITS POISE AND SELF-CONTROL	3.9		6	15	8			
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.9		6	17	6	1		
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.8		6	13	11			
6. SHOWS ENTHUSIASM FOR WORK	4.0		7	17	6			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.9		4	18	8			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.9		6	15	9			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.9		6	16	8			
IC. PROCEDURAL AND RECORDKEEPING SKILLS	3.7		11	40	39			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.7		4	14	12			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.6		4	10	16			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.7		3	16	11			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.9	1	35	62	47			5
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.8		6	13	11			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.5	1	3	6	15			5
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.2		15	6	9			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.0		5	19	6			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.0		6	18	6			
IIB. INSTRUCTIONAL SKILLS	3.7	1	39	187	130	1		
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.6		1	17	12			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.7		2	16	12			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.1		7	18	5			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.7		2	18	10			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.7		5	11	12	1		
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.9		3	22	5			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.7		1	18	11			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.9		5	16	9			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.8		4	14	11			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRN	3.7		3	15	12			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.6		3	12	15			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.6	1	3	10	16			
IIC. CLASSROOM MANAGEMENT SKILLS	3.8		37	108	94	1		
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.1		9	15	6			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.8		6	12	12			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.9		5	17	8			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.6		1	16	13			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.8		5	15	10			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.7		3	16	11			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.7		6	10	13	1		
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.4		2	7	21			
III. STUDENT/TEACHER RELATIONSHIPS	3.9		50	137	82	1		
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.8		4	17	9			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.9		4	18	8			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.9		6	14	10			
4. TREATS STUDENTS IMPARTIALLY	3.9		5	16	9			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.9		6	15	9			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.8		5	15	10			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.9		7	12	11			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.9		5	18	7			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.9		8	12	9	1		

81.71

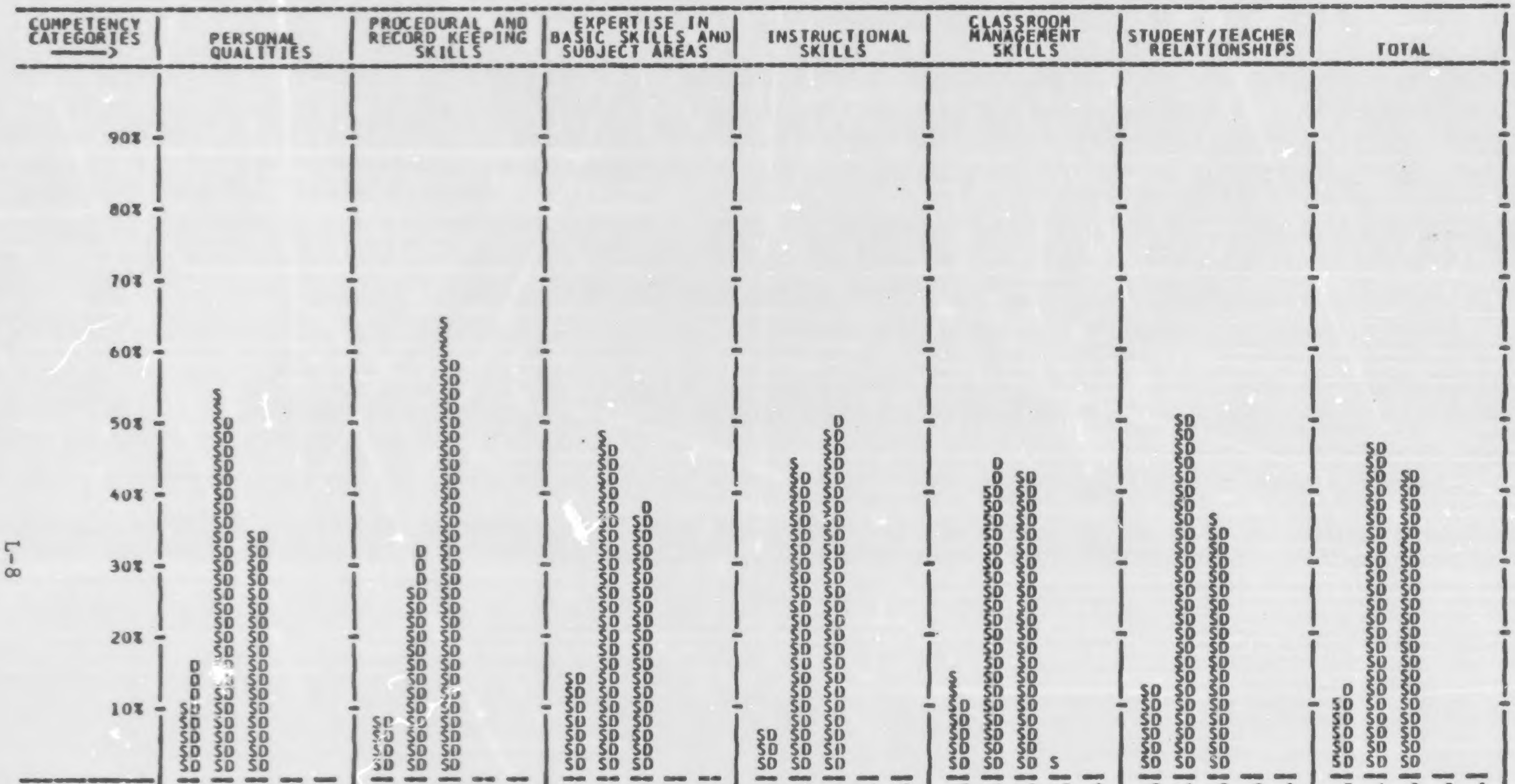
I-6

COMPETENCIES BY RANK ORDER
FOR TEACHERS OF GEOG/SOC SCI/SOC/GOV/HIS/PSY (SR HI)
IN 1981-82 (NUMBER OF TEACHERS RATED = 030)

		MEAN RATING
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.20
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.10
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	4.07
IA6.	SHOWS ENTHUSIASM FOR WORK	4.03
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.00
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.97
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.97
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	3.93
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.93
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	3.93
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	3.93
IA3.	EXHIBITS POISE AND SELF-CONTROL	3.93
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.90
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.90
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.90
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	3.90
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.87
III4.	TREATS STUDENTS IMPARTIALLY	3.87
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.87
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.87
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.87
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.87
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.83
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.83
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.83
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.83
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	3.83
IA1.	IS PUNCTUAL	3.83
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.80
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.76
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.73
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.73
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.73
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.73
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.70
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.70
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.69
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.67
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.67
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.63
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.60
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.60
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.60
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.55
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.50
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.37

1981-82 SUMMARY OF TEACHER EVALUATIONS FOR SCI/BIO/CHEM/PHYSICS (SR HI) (JUNE 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL SECONDARY TEACHERS; "S" SHOWS THIS SUBJECT ONLY.



COMPETENCY CATEGORIES ——>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
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SUBJECT:	11	54	34	1	0	8	26	65	1	0	14	49	36	1	0	7	44	48	1	0	14	41	43	2	0	13	50	36	1	0	11	46	42	1	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED= 51

SUMMARY OF TEACHER EVALUATION RATINGS IN 1981-82
FOR TEACHERS IN SCI/BIO/CHEM/PHYSICS (SR HI)
(NUMBER OF TEACHERS RATED = 051)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.8	1	52	246	155	4		
1. IS PUNCTUAL	3.6		5	23	22	1		
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.9		11	23	17			
3. EXHIBITS POISE AND SELF-CONTROL	3.8		5	32	13	1		
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.7		6	25	19	1		
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.7		4	27	18	1		
6. SHOWS ENTHUSIASM FOR WORK	4.0		10	29	12			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.8		5	31	15			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.7	1	4	28	18			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.6		2	28	21			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.4		12	40	100	1		
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.5		5	14	32			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.4		4	10	37			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.4		3	16	31	1		
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.8	6	35	122	88	2		2
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.6		7	18	25	1		
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.6	6	3	19	21			2
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.0		13	28	9	1		
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.8		7	29	15			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.7		5	28	18			
IIB. INSTRUCTIONAL SKILLS	3.6		42	267	293	9		
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.4		2	15	33	1		
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.5		2	24	24	1		
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.8		9	25	16	1		
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.7		5	27	19			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.4		2	18	29	1		
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.7		5	27	18	1		
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.6		3	26	21	1		
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.6		7	20	23	1		
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.7		4	26	21			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.5		1	24	26			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.5		2	21	27	1		
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.3			14	36	1		
IIC. CLASSROOM MANAGEMENT SKILLS	3.7		55	165	177	10		
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.0		14	22	13	1		
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.7		7	25	18	1		
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.6		8	18	22	3		
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.5		3	22	26			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.6		6	22	22	1		
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.5		7	19	24	1		
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.8		9	24	17	1		
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.3		1	13	35	2		
III. STUDENT/TEACHER RELATIONSHIPS	3.7		58	230	166	5		
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.6		4	24	22	1		
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.6		3	28	19	1		
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.8		8	25	17	1		
4. TREATS STUDENTS IMPARTIALLY	3.9		11	24	16			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.7		8	22	21			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.8		6	28	16	1		
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.7		4	27	20			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.7		6	25	20			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.8		8	27	15	1		

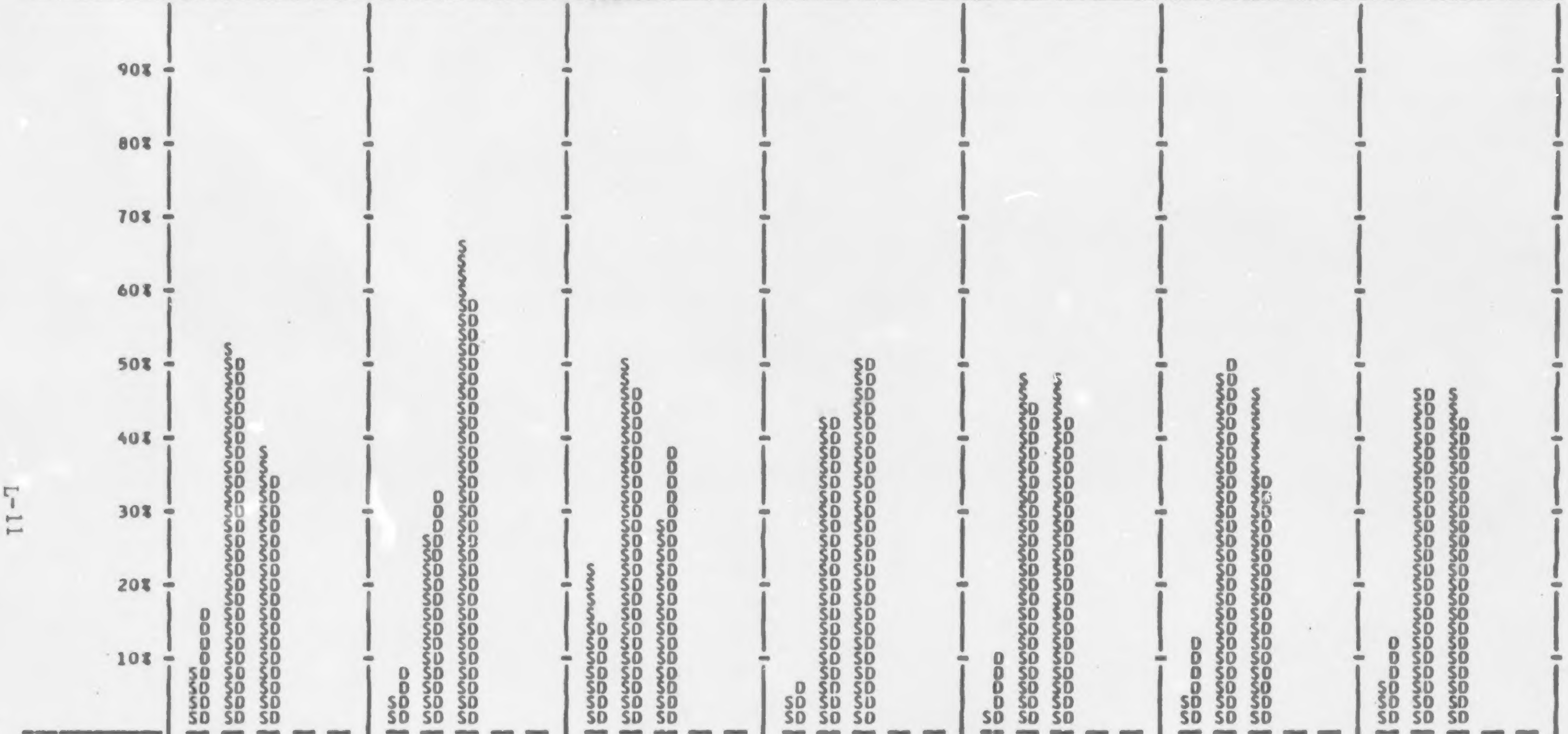
81.71

COMPETENCIES BY RANK ORDER
FOR TEACHERS OF SCI/BIO/CHEM/PHYSICS (SR HI)
IN 1981-82 (NUMBER OF TEACHERS RATED = 051)

	MEAN RATING
IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.04
IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.98
IA6. SHOWS ENTHUSIASM FOR WORK	3.96
III4. TREATS STUDENTS IMPARTIALLY	3.90
IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.88
IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.84
III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.82
IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.82
IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.80
IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.80
IA3. EXHIBITS POISE AND SELF-CONTROL	3.80
III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.78
III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.76
III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.75
IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.75
IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.75
III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	3.73
IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.73
IA8. DEMONSTRATES PROFESSIONAL GROWTH	3.72
IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.71
IA4. PRESENTS AN EFFECTIVE ROLE MODEL	3.71
III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.69
IA5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.68
IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.67
III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.65
IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.65
IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.65
IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.63
IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	3.63
IA1. IS PUNCTUAL	3.63
III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.61
IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.61
IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.61
IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.61
IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.58
IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.55
IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.53
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.51
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.47
IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.47
IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.42
IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.41
IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.35
IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.35
IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.25
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.25

1981-82 SUMMARY OF TEACHER EVALUATIONS FOR MATHEMATICS (SR HI) (JUNE 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL SECONDARY TEACHERS; "S" SHOWS THIS SUBJECT ONLY.



COMPETENCY CATEGORIES ———>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	16	50	34	0	0	9	32	58	1	0	15	46	39	0	0	7	42	50	1	0	11	45	43	1	0	13	51	35	1	0	12	46	42	1	0
SUBJECT:	9	52	39	0	0	5	27	67	1	0	22	50	28	0	0	5	43	51	1	0	3	48	48	1	0	4	49	47	0	0	7	46	46	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED= 46

SUMMARY OF TEACHER EVALUATION RATINGS IN 1981-82
FOR TEACHERS IN MATHEMATICS (SR HI)
(NUMBER OF TEACHERS RATED = 046)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.7	1	39	213	160	1		
1. IS PUNCTUAL	3.7		5	24	17			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.8		6	24	15	1		
3. EXHIBITS POISE AND SELF-CONTROL	3.7		3	28	15			
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.7		4	25	17			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.7		6	22	18			
6. SHOWS ENTHUSIASM FOR WORK	3.8		5	25	16			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.7		4	26	16			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.5	1	2	19	24			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.6		4	20	22			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.4		7	37	93	1		
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.4		2	14	30			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.4		3	14	29			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.3		2	9	34	1		
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.9		50	116	64			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.4		3	14	29			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.5		22	24				
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.2		11	31	4			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.8		3	31	12			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.8		11	16	19			
IIB. INSTRUCTIONAL SKILLS	3.5		27	238	284	3		
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.5			23	23			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.6		2	24	20			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.4			17	29			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.9		9	24	13			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.3		1	13	30	2		
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.7		2	27	17			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.8		8	22	16			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.3		1	11	33	1		
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.5			22	24			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.5		2	19	25			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.5		1	21	24			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.4		1	15	30			
IIC. CLASSROOM MANAGEMENT SKILLS	3.5	2	12	175	176	3		
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.8		3	30	12	1		
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.7		3	26	17			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.8		3	30	13			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.5			23	23			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.6		2	22	22			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.2			11	34	1		
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.6		1	26	18	1		
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.2	2		7	37			
III. STUDENT/TEACHER RELATIONSHIPS	3.6		17	202	193	2		
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.5		1	23	22			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.5		1	23	22			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.7		2	28	16			
4. TREATS STUDENTS IMPARTIALLY	3.7		3	26	17			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.5			21	25			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.7		4	23	18	1		
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.5		2	19	25			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.4		3	14	29			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.6		1	25	19	1		

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COMPETENCIES BY RANK ORDER
FOR TEACHERS OF MATHEMATICS                         (SR HI)          MEAN
IN 1981-82 (NUMBER OF TEACHERS RATED = 046)                          RATING
                                                                     ------
IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS               4.48
IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT            4.15
IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT            3.91
IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU          3.83
IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM          3.83
IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION          3.80
IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST                 3.78
IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG         3.76
 IA6. SHOWS ENTHUSIASM FOR WORK                                       3.76
 IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS              3.76
 IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                           3.74
 IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                         3.74
 IA3. EXHIBITS POISE AND SELF-CONTROL                                 3.74
 IA1. IS PUNCTUAL                                                     3.74
 IA4. PRESENTS AN EFFECTIVE ROLE MODEL                                3.72
III4. TREATS STUDENTS IMPARTIALLY                                     3.70
III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                    3.70
IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS           3.70
IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM          3.67
III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST         3.65
IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES            3.61
 IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS             3.61
IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                    3.59
III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING         3.57
IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                     3.57
III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS             3.54
III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                        3.54
 IA8. DEMONSTRATES PROFESSIONAL GROWTH                                3.51
III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS            3.50
IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT                3.50
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY                 3.50
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG         3.50
IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                     3.50
IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                    3.48
III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS           3.46
III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP         3.43
IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                       3.43
 IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE           3.43
 IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                       3.39
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS        3.37
IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES           3.37
IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT                 3.28
IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING         3.26
 IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                          3.26
IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                       3.22
IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK         3.16
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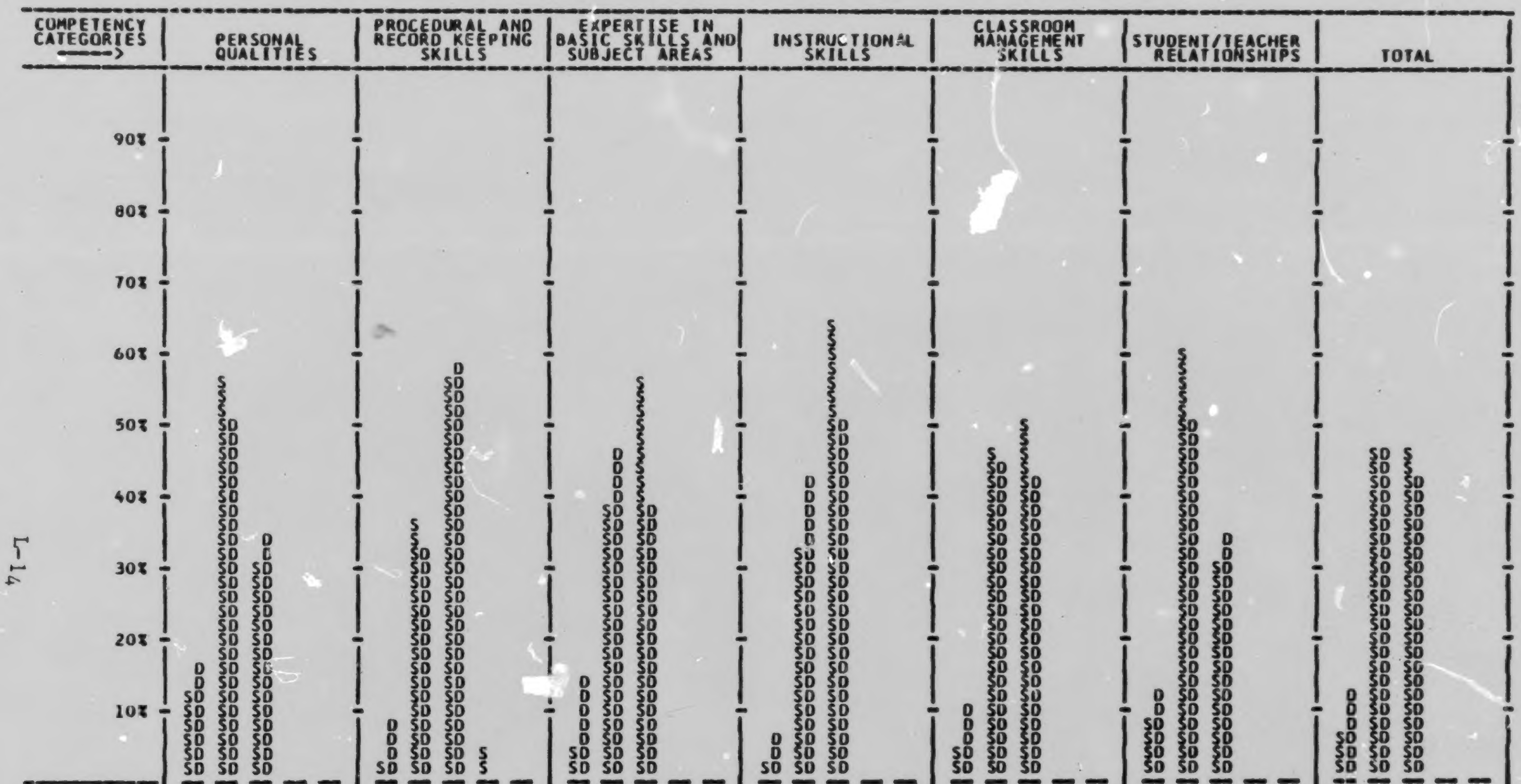
1981-82 SUMMARY OF TEACHER EVALUATIONS FOR HEALTH/PHYSICAL ED [SR HI] (JUNE 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL SECONDARY TEACHERS; "S" SHOWS THIS SUBJECT ONLY.

81.71

I-14



COMPETENCY CATEGORIES ——>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	16	50	34	0	0	9	32	58	1	0	15	46	39	0	0	7	42	50	1	0	11	45	43	1	0	13	51	35	1	0	12	46	42	1	0
SUBJECT:	13	56	31	0	0	2	36	57	4	1	5	38	57	0	0	2	33	64	1	0	4	46	50	0	0	9	60	30	1	0	6	46	47	1	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED= 36

SUMMARY OF TEACHER EVALUATION RATINGS IN 1981-82
FOR TEACHERS IN HEALTH/PHYSICAL ED (SR HI)
(NUMBER OF TEACHERS RATED = 036)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.8	1	41	182	99	1		
1. IS PUNCTUAL	3.7		4	17	15			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.3		14	17	5			
3. EXHIBITS POISE AND SELF-CONTROL	3.8		2	26	8			
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.8		3	24	9			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.7		1	22	13			
6. SHOWS ENTHUSIASM FOR WORK	4.0	1	8	19	8			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.9		5	22	9			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.5			17	19			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.7		4	18	13	1		
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.3		2	39	62	4	1	
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.5		2	16	15	3		
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.3			12	22	1	1	
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.3			11	25			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.5	3	8	67	101			1
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.2			7	29			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.2	3		6	26			1
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.8		4	21	11			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.6		1	18	17			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.6		3	15	18			
IIB. INSTRUCTIONAL SKILLS	3.4	3	10	139	275	3		2
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.4		1	12	23			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.5		1	14	20			1
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.4		2	11	23			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.4		2	12	21	1		
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.3	1	1	9	24	1		
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.7		2	21	13			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.5		1	15	20			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.3			11	25			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.2			7	28			1
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.2	1		7	28			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.4			13	23			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.2	1		7	27	1		
IIC. CLASSROOM MANAGEMENT SKILLS	3.5		12	132	143	1		
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.1		7	24	5			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.5		1	18	16	1		
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.6			20	16			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.3			10	26			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.7		3	19	14			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.3			10	26			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.7		1	24	11			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.2			7	29			
III. STUDENT/TEACHER RELATIONSHIPS	3.8		30	193	98	3		
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.7		2	22	12			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.9		3	25	8			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.8		3	24	8	1		
4. TREATS STUDENTS IMPARTIALLY	3.8		4	22	10			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.7		3	19	14			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.7		2	21	12	1		
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.7		3	20	13			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.8		4	22	9	1		
9. [illegible]ES A[illegible]D TH[illegible]UM [illegible]CIL[illegible]E IN[illegible]DUAL [illegible]RNI[illegible]	[illegible]8		6	18	12			

81.71

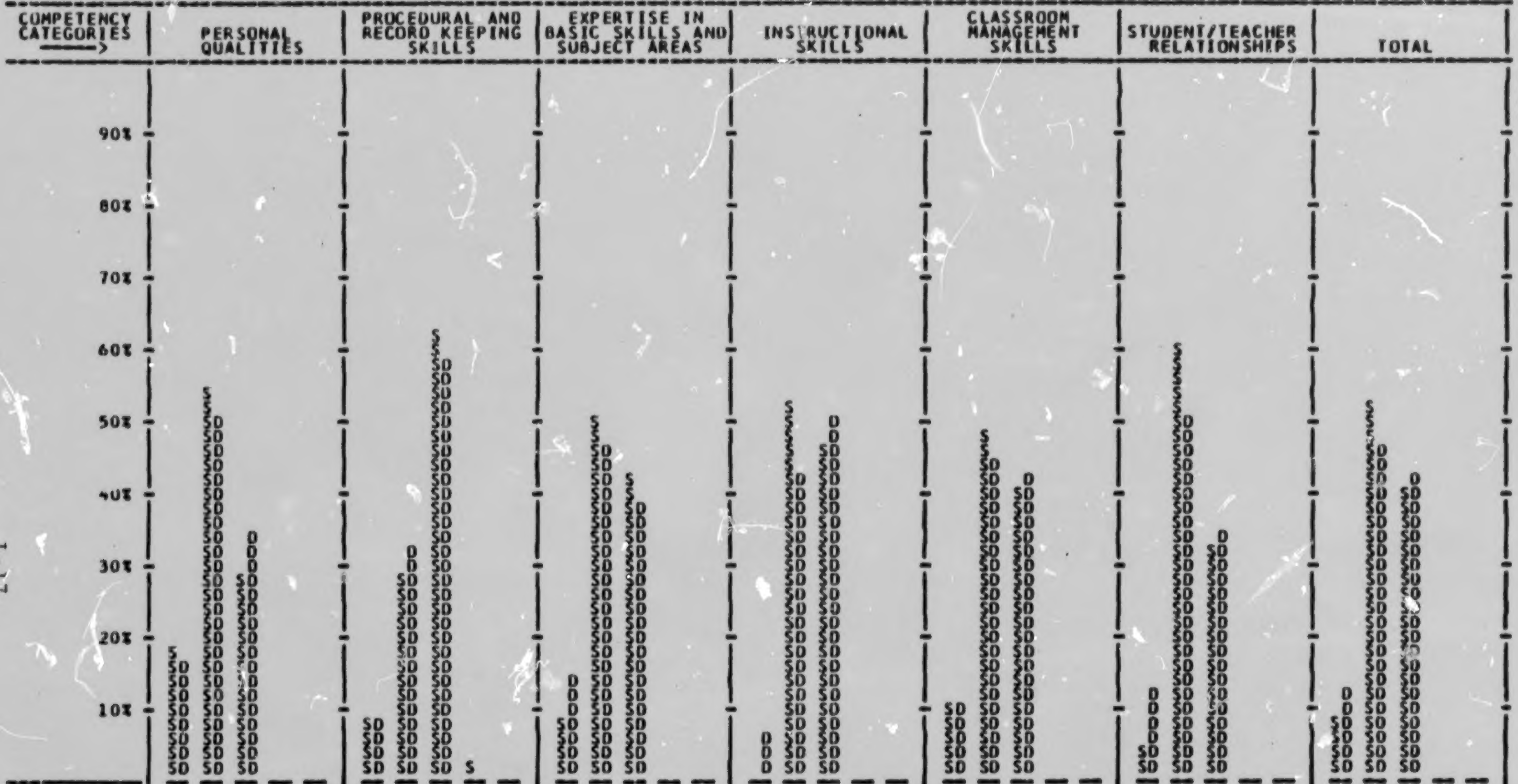
L-15

COMPETENCIES BY RANK ORDER
FOR TEACHERS OF HEALTH/PHYSICAL ED (SR HI)
IN 1981-82 (NUMBER OF TEACHERS RATED = 036)

		MEAN RATING
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.25
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.06
IA6.	SHOWS ENTHUSIASM FOR WORK	4.00
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.[illegible]
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.86
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.83
III4.	TREATS STUDENTS IMPARTIALLY	3.83
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	3.83
IA3.	EXHIBITS POISE AND SELF-CONTROL	3.83
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	3.81
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.81
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.81
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.72
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.72
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.72
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.69
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.69
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.69
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	3.69
IA1.	IS PUNCTUAL	3.69
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.67
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	3.67
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.58
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.56
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.56
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.53
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.47
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.47
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	3.47
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.46
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.42
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.42
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.39
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.36
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.31
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.31
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.29
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.28
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.28
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.25
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.20
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.20
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.19
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.19
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.19
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.17

1981-82 SUMMARY OF TEACHER EVALUATIONS FOR FOREIGN LANGUAGE (SR HI) (JUNE 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL SECONDARY TEACHERS; "S" SHOWS THIS SUBJECT ONLY.



PERCENT OF RESPONSES:	PERSONAL QUALITIES 5	4	3	2	1	PROCEDURAL AND RECORD KEEPING SKILLS 5	4	3	2	1	EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS 5	4	3	2	1	INSTRUCTIONAL SKILLS 5	4	3	2	1	CLASSROOM MANAGEMENT SKILLS 5	4	3	2	1	STUDENT/TEACHER RELATIONSHIPS 5	4	3	2	1	TOTAL 5	4	3	2	1
AISD :	16	50	34	0	0	9	32	58	1	0	15	46	39	0	0	7	42	50	1	0	11	45	43	1	0	13	51	35	1	0	12	46	42	1	0
SUBJECT:	18	54	28	0	0	8	28	62	2	0	8	50	42	0	0	1	52	46	1	0	10	48	41	1	0	5	61	33	1	0	8	52	40	1	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED= 13

81.71

L-17

SUMMARY OF TEACHER EVALUATION RATINGS IN 1981-82
FOR TEACHERS IN FOREIGN LANGUAGE (SR HI)
(NUMBER OF TEACHERS RATED = 013)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC C
IA. PERSONAL QUALITIES	3.9	1	21	63	32			
1. IS PUNCTUAL	4.0		4	5	4			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.2		6	4	3			
3. EXHIBITS POISE AND SELF-CONTROL	3.9		3	6	4			
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.9		2	8	3			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.7		1	7	5			
6. SHOWS ENTHUSIASM FOR WORK	3.8		1	9	3			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.0		1	11	1			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.8	1	1	7	4			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.8		2	6	5			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.4		3	11	24	1		
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.5		2	3	8			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.4		1	4	7	1		
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.3			4	9			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.7		5	32	27			1
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.8		2	6	5			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.2		1		11			1
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.0		1	11	1			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.7			9	4			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.6		1	6	6			
IIB. INSTRUCTIONAL SKILLS	3.5		2	81	71	2		
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.5			7	6			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.7			9	4			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.8		1	9	3			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.5			7	6			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.2			3	9	1		
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.7			9	4			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.7			9	4			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.5		1	6	5	1		
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.5			6	7			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.5			6	7			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.5			6	7			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.3			4	9			
IIC. CLASSROOM MANAGEMENT SKILLS	3.7		10	50	43	1		
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.8		3	5	5			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.9		3	6	4			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.7		2	6	4	1		
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.5			6	7			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.0		1	11	1			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.5			6	7			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.8		1	8	4			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.2			2	11			
III. STUDENT/TEACHER RELATIONSHIPS	3.7		6	71	39	1		
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.9		1	10	2			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.6			8	5			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.8		1	9	3			
4. TREATS STUDENTS IMPARTIALLY	3.7			9	4			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.5		1	5	7			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.6		1	6	6			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.7			9	4			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.7			9	4			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.7		2	6	4	1		

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COMPETENCIES BY RANK ORDER
FOR TEACHERS OF FOREIGN LANGUAGE                   (SR HI)          MEAN
IN 1981-82 (NUMBER OF TEACHERS RATED = 013)                       RATING
                                                                  ------
 IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS            4.23
IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                   4.00
IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT          4.00
 IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                         4.00
 IA1. IS PUNCTUAL                                                   4.00
III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                      3.92
IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS         3.92
 IA4. PRESENTS AN EFFECTIVE ROLE MODEL                              3.92
 IA3. EXHIBITS POISE AND SELF-CONTROL                               3.92
III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                  3.85
IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG       3.85
IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES         3.85
 IA6. SHOWS ENTHUSIASM FOR WORK                                     3.85
IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                  3.77
IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                     3.77
 IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS           3.77
 IA8. DEMONSTRATES PROFESSIONAL GROWTH                              3.75
III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING       3.69
III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP       3.69
III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS          3.69
III4. TREATS STUDENTS IMPARTIALLY                                   3.69
IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST               3.69
IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU        3.69
IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM        3.69
IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES          3.69
IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION        3.69
 IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                       3.69
III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST       3.62
III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS           3.62
IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM        3.62
III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS         3.54
IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING       3.54
IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT          3.54
IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                   3.54
 IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                     3.54
IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                     3.46
IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT              3.46
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY               3.46
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG       3.46
IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                  3.46
 IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE         3.38
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS      3.31
 IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                        3.31
IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS             3.17
IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK       3.15
IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT               3.15
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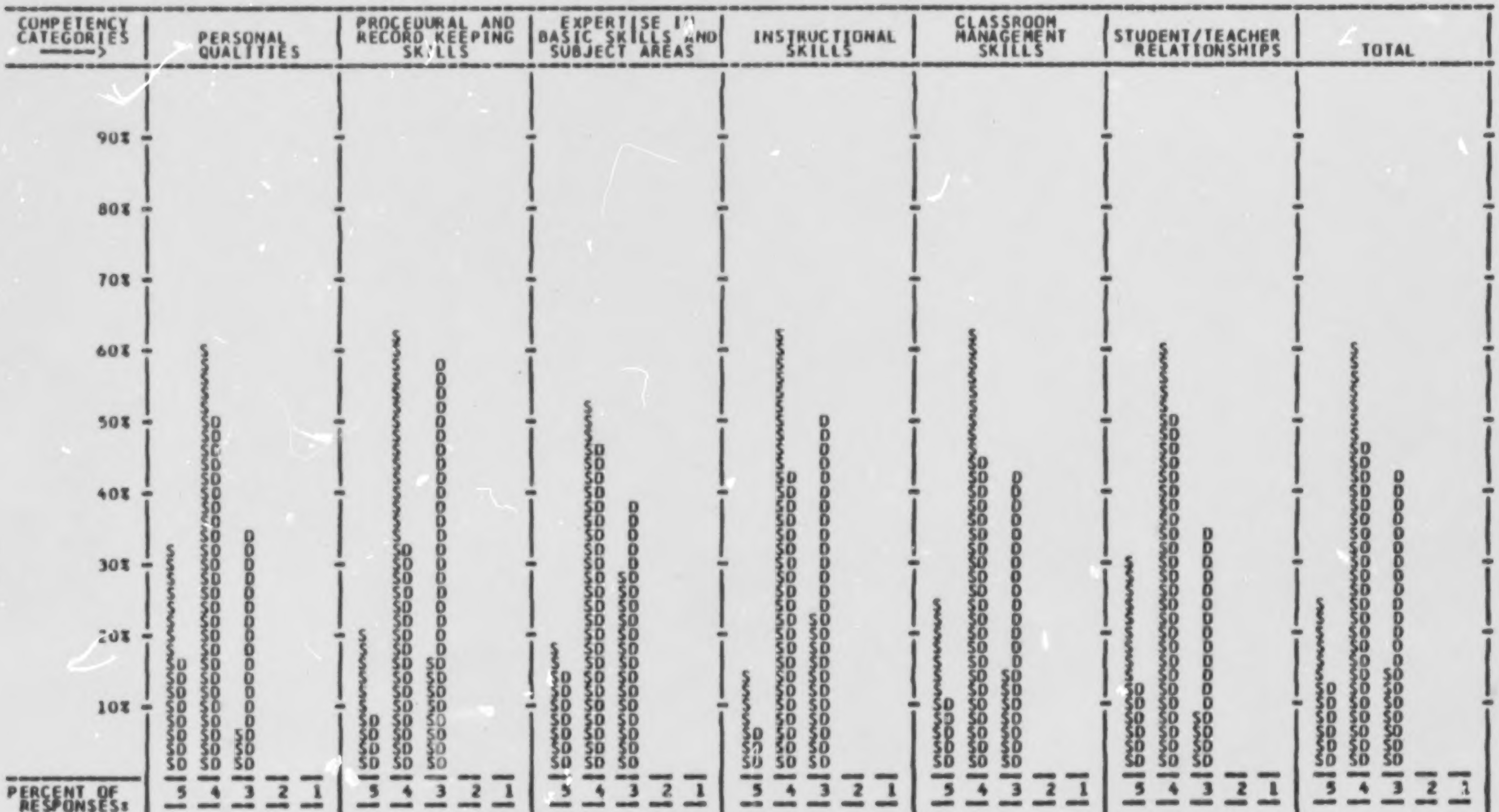
1981-82 SUMMARY OF TEACHER EVALUATIONS FOR BUSINESS (SR HI) (JUNE 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL SECONDARY TEACHERS; "S" SHOWS THIS SUBJECT ONLY.



COMPETENCY CATEGORIES ——>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	16	50	34	0	0	9	32	58	1	0	15	46	39	0	0	7	42	50	1	0	11	45	43	1	0	13	51	35	1	0	12	46	42	1	0
SUBJECT:	33	60	7	0	0	20	63	17	0	0	18	53	29	0	0	14	63	23	0	0	24	63	14	0	0	31	60	9	0	0	24	61	15	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS: TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED= 10

SUMMARY OF TEACHER EVALUATION RATINGS IN 1981-82
FOR TEACHERS IN BUSINESS (SR HI)
(NUMBER OF TEACHERS RATED = 010)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA._PERSONAL_QUALITIES	4.3		30	54	6			
1. IS PUNCTUAL	4.1		2	7	1			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.0		1	8	1			
3. EXHIBITS POISE AND SELF-CONTROL	4.4		4	6				
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.4		4	6				
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.2		3	6	1			
6. SHOWS ENTHUSIASM FOR WORK	4.7		7	3				
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.4		5	4	1			
8. DEMONSTRATES PROFESSIONAL GROWTH	4.1		2	7	1			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.1		2	7	1			
IB._PROCEDURAL_AND_RECORDKEEPING_SKILLS	4.0		6	19	5			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	4.0		3	4	3			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	4.1		2	7	1			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	4.0		1	8	1			
IIA._EXPERTISE_IN_BASIC_SKILLS_AND_SUBJECT_AREAS	3.9		9	26	14			1
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.8		3	2	5			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.4			4	5			1
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.1		2	7	1			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.1		2	7	1			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.0		2	6	2			
IIB._INSTRUCTIONAL_SKILLS	3.9		17	76	27			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.9		2	5	3			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.6		1	4	5			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.1		2	7	1			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.2		3	6	1			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.8		1	6	3			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.2		2	8				
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.0		2	6	2			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.9		1	7	2			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.6			6	4			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	4.1		2	7	1			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.9		1	7	2			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.7			7	3			
IIC._CLASSROOM_MANAGEMENT_SKILLS	4.1		19	50	11			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.2		3	6	1			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.3		4	[illegible]	1			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.2		3	6	1			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.8		1	6	3			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.1		2	7	1			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.1		2	7	1			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.1		2	7	1			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	4.0		2	6	2			
III._STUDENT/TEACHER_RELATIONSHIPS	4.2		28	54	8			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.2		2	8				
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.4		5	4	1			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.0		1	8	1			
4. TREATS STUDENTS IMPARTIALLY	4.2		2	8				
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.1		3	5	2			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.3		4	5	1			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.0		2	6	2			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.2		3	6	1			
9. [illegible] THE [illegible] TO FACILITATE INDIVIDUAL LEARNING	[illegible]		6	4				

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COMPETENCIES BY RANK ORDER
FOR TEACHERS OF BUSINESS                                (SR HI)          MEAN
IN 1981-82 (NUMBER OF TEACHERS RATED = 010)                             RATING
                                                                         ------
  IA6.  SHOWS ENTHUSIASM FOR WORK                                          4.70
 III9.  MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING            4.60
 III2.  FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS                4.40
  IA7.  EXHIBITS AN OVERALL POSITIVE ATTITUDE                              4.40
  IA4.  PRESENTS AN EFFECTIVE ROLE MODEL                                   4.40
  IA3.  EXHIBITS POISE AND SELF-CONTROL                                    4.40
 III6.  COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST            4.30
 IIC2.  IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS              4.30
 III8.  RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP            4.20
 III4.  TREATS STUDENTS IMPARTIALLY                                        4.20
 III1.  FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                           4.20
 IIC3.  ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST                    4.20
 IIC1.  MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG            4.20
 IIB6.  MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM             4.20
 IIB4.  DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT               4.20
  IA5.  USES COMMON SENSE/BEHAVES REALISTICALLY                            4.20
 III5.  IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS              4.10
 IIC7.  INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                       4.10
 IIC6.  USES A VARIETY OF MOTIVATIONAL STRATEGIES                          4.10
 IIC5.  PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                        4.10
IIB10.  PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG             4.10
 IIB3.  DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES              4.10
 IIA4.  PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION             4.10
 IIA3.  HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT               4.10
  IB2.  KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE              4.10
  IA9.  WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS                4.10
  IA8.  DEMONSTRATES PROFESSIONAL GROWTH                                   4.10
  IA1.  IS PUNCTUAL                                                        4.10
 III7.  RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS               4.00
 III3.  IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                       4.00
 IIC8.  PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK            4.00
 IIB7.  PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU             4.00
 IIA5.  TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM             4.00
  IB3.  DOCUMENTS STUDENT PROGRESS EFFECTIVELY                             4.00
  IB1.  COMPLIES WITH ALL POLICIES AND PROCEDURES                          4.00
  IA2.  IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS                 4.00
IIB11.  INTERPRETS OWN TESTS AND EVALUATION ACCURATELY                     3.90
 IIB8.  EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING            3.90
 IIB1.  DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                        3.90
 IIC4.  ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT                   3.80
 IIB5.  PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT                    3.80
 IIA1.  USES BASIC ESSENTIALS OF STANDARD ENGLISH                          3.80
IIB12.  REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS            3.70
 IIB9.  UTILIZES A VARIETY OF QUESTIONING STRATEGIES                       3.60
 IIB2.  PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES               3.60
 IIA2.  USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS                  3.44
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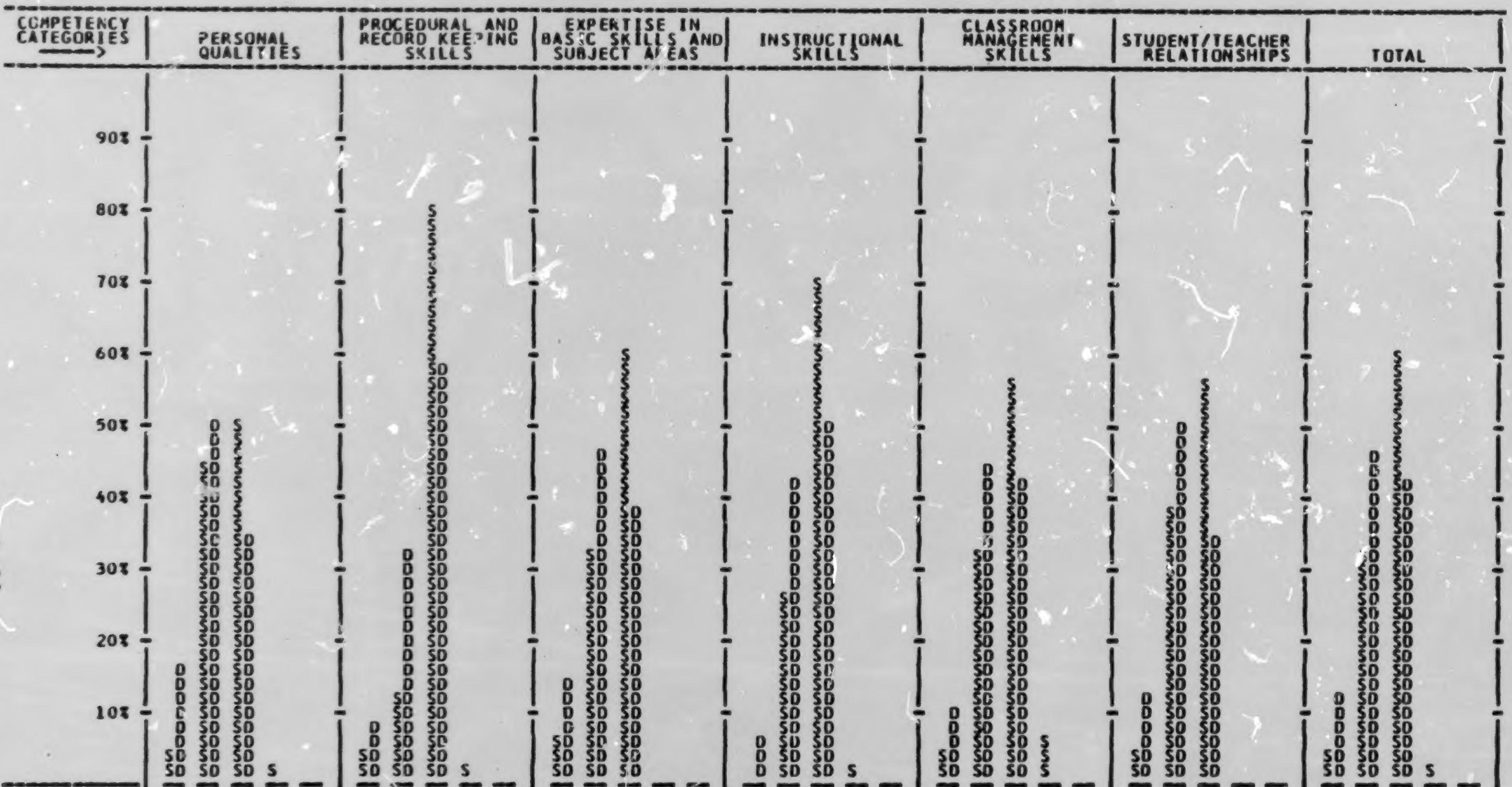
1981-82 SUMMARY OF TEACHER EVALUATIONS FOR INDUSTRIAL ARTS (SR HI) (JUNE 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL SECONDARY TEACHERS; "S" SHOWS THIS SUBJECT ONLY.

81.71



1-23

COMPETENCY CATEGORIES ——>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	16	50	34	0	0	9	32	58	1	0	15	46	39	0	0	7	42	50	1	0	11	45	43	1	0	13	51	35	1	0	12	46	42	1	0
SUBJECT:	4	44	50	2	0	5	12	81	2	0	6	33	61	0	0	0	27	70	2	0	5	32	56	6	0	5	38	56	1	0	4	33	61	3	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED= 14

SUMMARY OF TEACHER EVALUATION RATINGS IN 1981-82
FOR TEACHERS IN INDUSTRIAL ARTS (SR HI)
(NUMBER OF TEACHERS RATED = 014)

81.71

1-24

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.5		5	55	63	3		
1. IS PUNCTUAL	3.6		2	4	8			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.9		2	9	3			
3. EXHIBITS POISE AND SELF-CONTROL	3.4			6	7	1		
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.4			5	9			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.4			6	8			
6. SHOWS ENTHUSIASM FOR WORK	3.4		1	5	7	1		
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.4			6	7	1		
8. DEMONSTRATES PROFESSIONAL GROWTH	3.4			6	8			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.6			8	6			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.2		2	5	34	1		
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.1			1	13			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.1			3	10	1		
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.4		2	1	11			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.4	1	4	23	42			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.1			1	13			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.5	1	1	4	8			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.1		3	9	2			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.4			5	9			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.3			4	10			
IIB. INSTRUCTIONAL SKILLS	3.2			45	116	4		2
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.2			2	11			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.3			4	10			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.1			4	8	2		
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.4			5	9			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.3			5	8	1		
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.3			5	8	1		
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.4			6	8			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.2			3	11			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.0				12			2
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.4			5	9			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.3			4	10			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.1			2	12			
IIC. CLASSROOM MANAGEMENT SKILLS	3.4		6	36	62	7		
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.5		1	5	8			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.6		3	3	7	1		
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.5			7	7			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.1			3	10	1		
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.4			5	9			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.3			4	10			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.3		2	3	6	3		
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.3			6	5	2		
III. STUDENT/TEACHER RELATIONSHIPS	3.5		6	47	70	1		
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.4			5	9			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.5			6	7			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.5			7	7			
4. TREATS STUDENTS IMPARTIALLY	3.6		1	6	6			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.4			6	7	1		
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.1			2	12			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.3			4	10			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.4			5	9			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.1		5	6	3			

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COMPETENCIES BY RANK ORDER
FOR TEACHERS OF INDUSTRIAL ARTS                 (SR HI)           MEAN
IN 1981-82 (NUMBER OF TEACHERS RATED = 014)                      RATING
                                                                 ------
 III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING    4.14
 IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT       4.07
  IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS         3.93
 III4. TREATS STUDENTS IMPARTIALLY                                3.62
 IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS      3.57
  IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS        3.57
  IA1. IS PUNCTUAL                                                3.57
 III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS               3.50
 IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST            3.50
 IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG    3.50
 III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS        3.46
 IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS          3.46
 IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU     3.43
  IA8. DEMONSTRATES PROFESSIONAL GROWTH                           3.43
  IA6. SHOWS ENTHUSIASM FOR WORK                                  3.43
  IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                    3.43
 III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP    3.36
 III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS      3.36
 III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                   3.36
 IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                3.36
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG     3.36
 IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT       3.36
 IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION     3.36
  IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                     3.36
  IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                      3.36
  IA4. PRESENTS AN EFFECTIVE ROLE MODEL                           3.36
  IA3. EXHIBITS POISE AND SELF-CONTROL                            3.36
 IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK    3.31
 III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS       3.29
 IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES               3.29
 IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                  3.29
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY             3.29
 IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM     3.29
 IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT            3.29
 IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES       3.29
 IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM     3.29
 IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING    3.21
 IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                3.15
 III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST    3.14
 IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT           3.14
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS    3.14
 IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES      3.14
  IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE      3.14
 IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                  3.07
  IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                  3.07
 IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES               3.00
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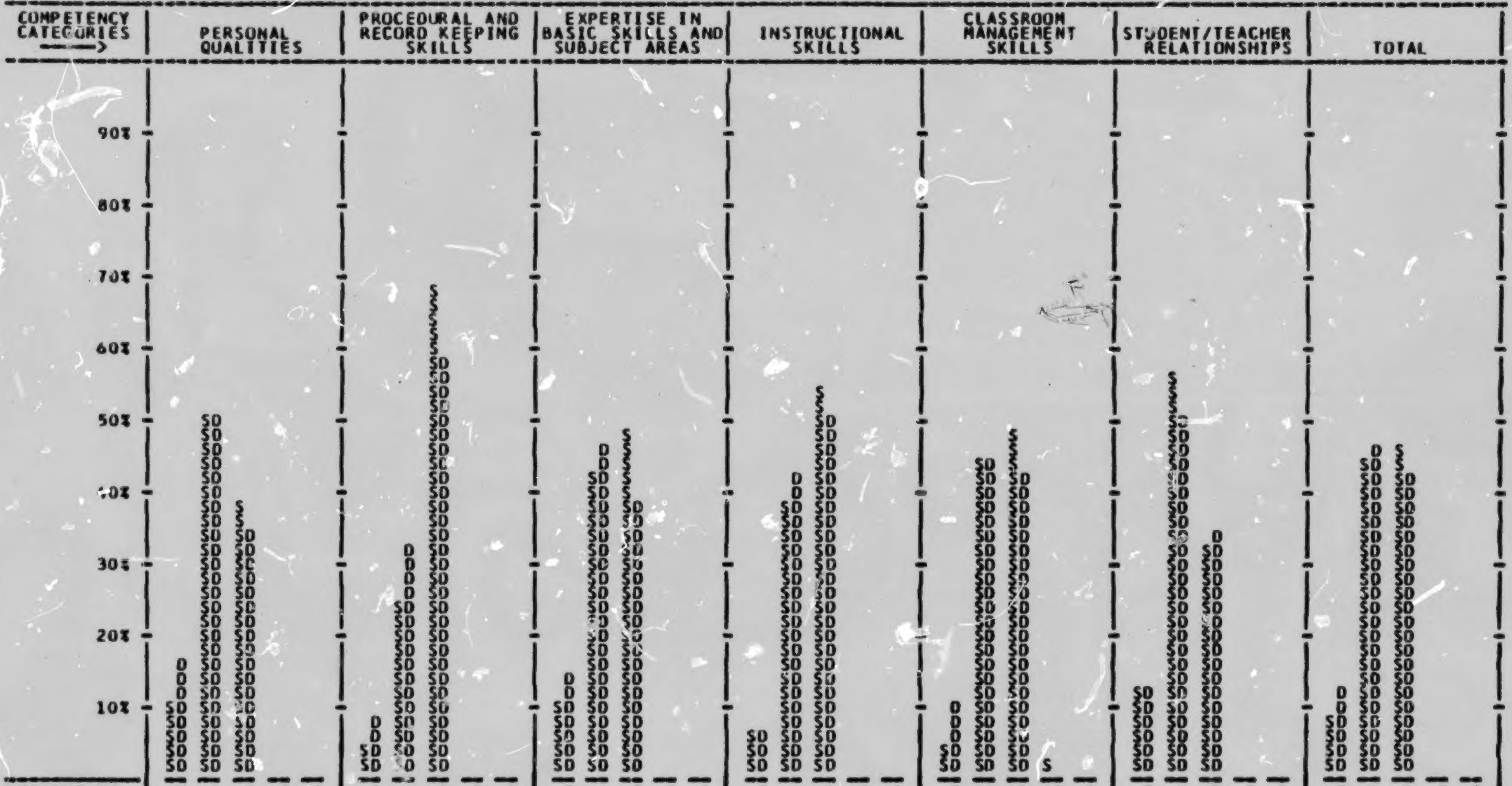
1981-82 SUMMARY OF TEACHER EVALUATIONS FOR HOMEMAKING (SR HI) (JUNE 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL SECONDARY TEACHERS; "S" SHOWS THIS SUBJECT ONLY.



COMPETENCY CATEGORIES ——>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	16	50	34	0	0	9	32	58	1	0	15	46	39	0	0	7	42	50	1	0	11	45	43	1	0	13	51	35	1	0	12	46	42	1	0
SUBJECT:	10	51	39	0	0	5	25	69	0	0	10	42	48	0	0	6	39	55	0	0	5	44	48	2	1	12	56	32	0	0	8	45	46	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS: TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED= 20

SUMMARY OF TEACHER EVALUATION RATINGS IN 1981-82
FOR TEACHERS IN HOMEMAKING (SR HI)
(NUMBER OF TEACHERS RATED = 020)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.7	1	18	91	70			
1. IS PUNCTUAL	3.5		2	6	12			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.5		1	7	12			
3. EXHIBITS POISE AND SELF-CONTROL	3.7		1	12	7			
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.9		2	13	5			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.5			10	10			
6. SHOWS ENTHUSIASM FOR WORK	4.0		3	13	4			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.0		5	10	5			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.7	1	2	10	7			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.7		2	10	8			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.4		3	15	41			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.3		1	4	14			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.4		1	6	13			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.4		1	5	14			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.6		10	42	48			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.5		2	6	12			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.2			4	16			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.9		3	11	6			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.9		2	13	5			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.7		3	8	9			
IIB. INSTRUCTIONAL SKILLS	3.5		14	92	129	1		3
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.3			6	13			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.6		2	9	8	1		
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.1		4	13	3			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.5			10	10			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.5		1	7	12			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.5			10	10			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.7		1	12	7			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.9		5	8	7			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.4		1	5	14			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.4			7	12			1
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.2			3	16			1
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.1			2	17			1
IIC. CLASSROOM MANAGEMENT SKILLS	3.5		8	71	77	3	1	
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.4		1	8	9	1	1	
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.6		2	8	10			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.5			11	8	1		
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.4			8	12			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.0		3	14	3			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.5		1	8	10	1		
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.5			9	11			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.4		1	5	14			
III. STUDENT/TEACHER RELATIONSHIPS	3.8		21	101	58			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.1		4	13	3			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.7		3	8	9			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.7		1	12	7			
4. TREATS STUDENTS IMPARTIALLY	3.7		2	9	9			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.5			10	10			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.2		5	13	2			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.8			16	4			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.8		3	9	8			
9. [illegible]S A[illegible] TH[illegible]OOM T[illegible]CILI[illegible] IN[illegible]DUAL [illegible]ARNIN[illegible]	[illegible]9		3	11	6			

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COMPETENCIES BY RANK ORDER
FOR TEACHERS OF HOMEMAKING                          (SR HI)        MEAN
IN 1981-82 (NUMBER OF TEACHERS RATED = 020)                       RATING
                                                                  ------
 III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST     4.15
 III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                    4.05
 IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES       4.05
 IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                 4.00
  IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                       4.00
  IA6. SHOWS ENTHUSIASM FOR WORK                                   3.95
 IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING     3.90
 III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING     3.85
 IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION      3.85
 IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT        3.85
  IA4. PRESENTS AN EFFECTIVE ROLE MODEL                            3.85
 III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS        3.80
 III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP     3.75
  IA8. DEMONSTRATES PROFESSIONAL GROWTH                            3.74
 III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                3.70
 III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS         3.70
 IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU      3.70
 IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM      3.70
  IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS         3.70
  IA3. EXHIBITS POISE AND SELF-CONTROL                             3.70
 III4. TREATS STUDENTS IMPARTIALLY                                 3.65
 IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS       3.60
 IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES        3.60
 III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS       3.50
 IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST             3.50
 IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM      3.50
 IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT        3.50
 IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                   3.50
  IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                     3.50
  IA1. IS PUNCTUAL                                                 3.50
 IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                3.45
 IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                   3.45
 IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT             3.45
  IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS          3.45
 IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT            3.40
  IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE       3.40
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG      3.37
 IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK     3.35
 IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG     3.35
 IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                3.35
  IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                      3.35
 IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                 3.32
  IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                   3.32
 IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS           3.20
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY              3.16
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS     3.11
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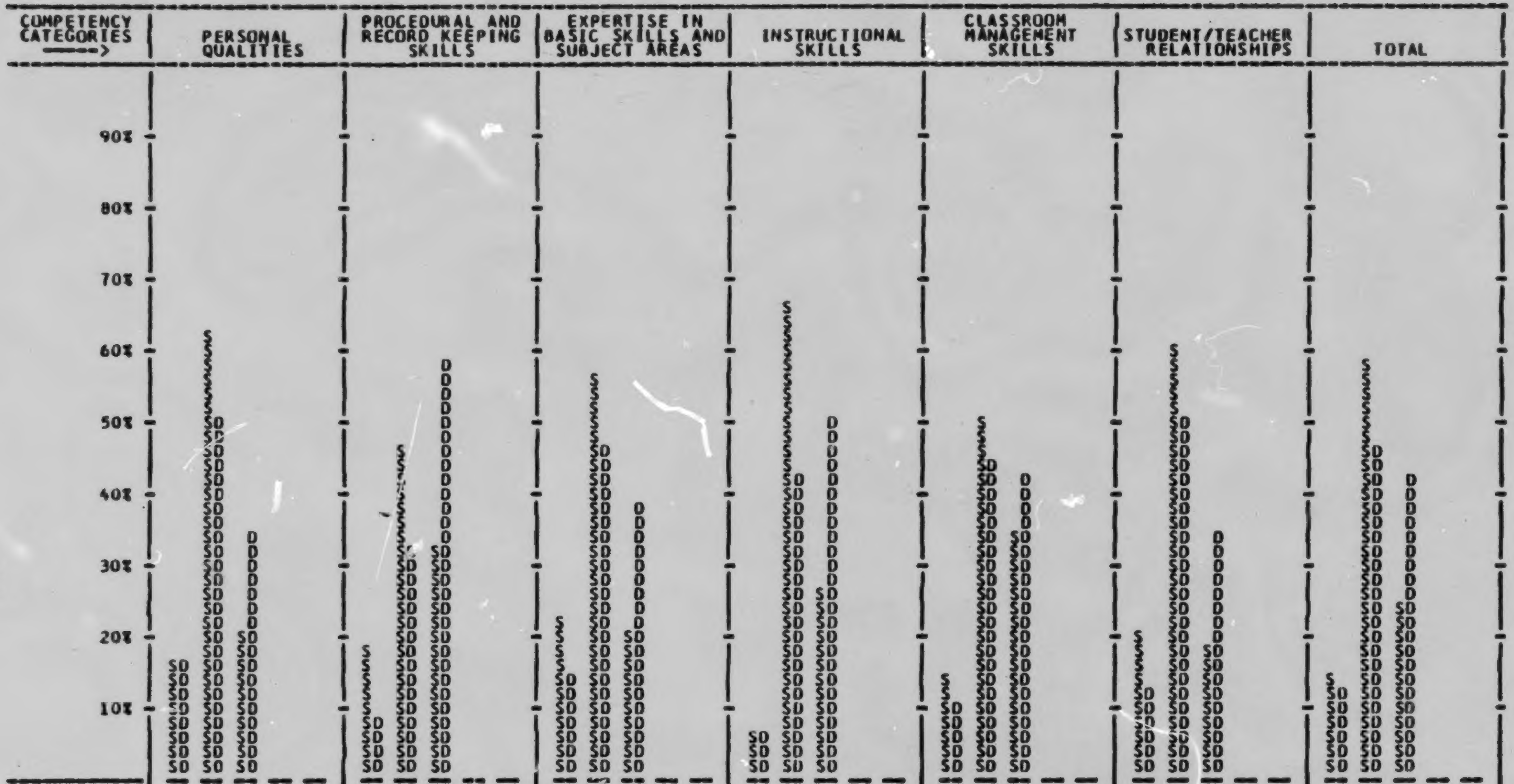
1981-82 SUMMARY OF TEACHER EVALUATIONS FOR READING (SR HI) (JUNE 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL SECONDARY TEACHERS; "S" SHOWS THIS SUBJECT ONLY.

81.71



L-29

COMPETENCY CATEGORIES	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	16	50	34	0	0	9	32	58	1	0	15	46	39	0	0	7	42	50	1	0	11	45	43	1	0	13	51	35	1	0	12	46	42	1	0
SUBJECT:	16	63	21	1	0	19	47	33	0	0	23	57	20	0	0	7	66	27	0	0	15	50	35	0	0	20	60	19	0	0	15	59	25	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS: TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED= 12

SUMMARY OF TEACHER EVALUATION RATINGS IN 1981-82
FOR TEACHERS IN READING (SR HI)
(NUMBER OF TEACHERS RATED = 012)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.9	1	17	67	22	1		
1. IS PUNCTUAL	3.8		2	7	2	1		
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.9		3	5	4			
3. EXHIBITS POISE AND SELF-CONTROL	3.8		1	7	4			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.0		2	8	2			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.7			8	4			
6. SHOWS ENTHUSIASM FOR WORK	4.1		2	9	1			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.1		2	9	1			
8. DEMONSTRATES PROFESSIONAL GROWTH	4.1	1	3	6	2			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.0		2	8	2			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.9		7	17	12			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.8		1	8	3			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.8		2	5	5			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	4.0		4	4	4			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.0		14	34	12			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.3		5	6	1			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.6		1	5	6			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.4		5	7				
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.0		1	10	1			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.8		2	6	4			
IIB. INSTRUCTIONAL SKILLS	3.8	2	10	94	38			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.0		2	8	2			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.1		3	7	2			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.9		1	9	2			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.0		1	10	1			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.5			6	6			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.8			9	3			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.0		1	10	1			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.6		1	5	6			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.6		1	5	6			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.7	1		8	3			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.8	1		9	2			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.7			8	4			
IIC. CLASSROOM MANAGEMENT SKILLS	3.8		14	48	34			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.9		1	9	2			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.8		1	7	4			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.1		2	9	1			
4. ALLOCATES TIME TC INCLUDE PRES ALL APPRO CONTENT	3.5		1	4	7			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.8		3	4	5			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.8		2	5	5			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.8		2	6	4			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.7		2	4	6			
III. STUDENT/TEACHER RELATIONSHIPS	4.0		22	65	21			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.2		3	8	1			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.8		1	7	4			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.0		2	8	2			
4. TREATS STUDENTS IMPARTIALLY	4.1		2	9	1			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.3		5	6	1			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.1		3	7	2			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.8		2	6	4			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.9		1	9	2			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.9		3	5	4			

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COMPETENCIES BY RANK ORDER
FOR TEACHERS OF READING                            (SR HI)          MEAN
IN 1981-82 (NUMBER OF TEACHERS RATED = 012)                         RATING
                                                                    ------
 IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT          4.42
 III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS         4.33
 IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                     4.33
 III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                      4.17
  IA8. DEMONSTRATES PROFESSIONAL GROWTH                              4.09
 III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST       4.08
 III4. TREATS STUDENTS IMPARTIALLY                                   4.08
 IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST               4.08
 IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES           4.08
  IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                         4.08
  IA6. SHOWS ENTHUSIASM FOR WORK                                     4.08
 III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                  4.00
 IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU        4.00
 IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT          4.00
 IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                   4.00
 IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION        4.00
  IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                        4.00
  IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS           4.00
  IA4. PRESENTS AN EFFECTIVE ROLE MODEL                              4.00
 III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING       3.92
 III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP       3.92
 IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG       3.92
 IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES         3.92
  IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS            3.92
 III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS          3.83
 IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                  3.83
 IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                   3.83
 IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM        3.83
  IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                     3.83
  IA1. IS PUNCTUAL                                                   3.83
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY                3.82
 III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS           3.75
 IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                     3.75
 IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS         3.75
 IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM        3.75
  IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE         3.75
  IA3. EXHIBITS POISE AND SELF-CONTROL                               3.75
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG        3.73
 IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK       3.67
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS       3.67
  IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                       3.67
 IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                  3.58
 IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING       3.58
 IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS             3.58
 IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT              3.50
 IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT               3.50
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1981-82 SUMMARY OF TEACHER EVALUATIONS FOR INDUST-VOC/AGRICULTURE (SR HI) (JUNE 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL SECONDARY TEACHERS; "S" SHOWS THIS SUBJECT ONLY.

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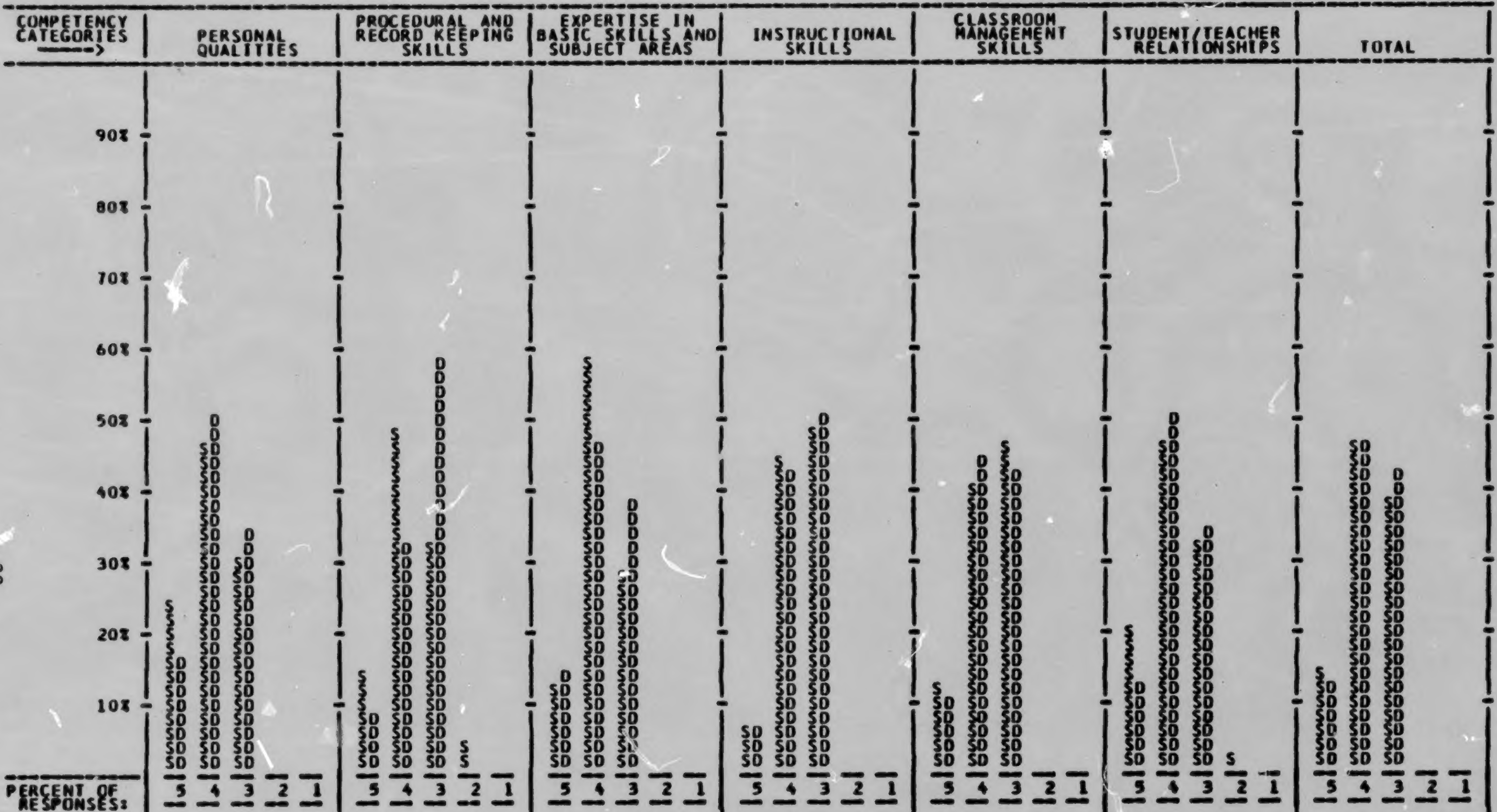

PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	16	50	34	0	0	9	32	58	1	0	15	46	39	0	0	7	42	50	1	0	11	45	43	1	0	13	51	35	1	0	12	46	42	1	0
SUBJECT:	24	46	30	0	0	14	48	33	5	0	12	59	29	0	0	7	45	48	0	0	13	41	46	0	0	21	46	32	2	0	15	46	38	1	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS: TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED= 07

SUMMARY OF TEACHER EVALUATION RATINGS IN 1981-82
FOR TEACHERS IN INDUST-VOC/AGRICULTURE (SR HI)
(NUMBER OF TEACHERS RATED = 007)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.9		15	29	19			
1. IS PUNCTUAL	4.0		2	3	2			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.9		2	2	3			
3. EXHIBITS POISE AND SELF-CONTROL	3.9		1	4	2			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.1		1	6				
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.0		2	3	2			
6. SHOWS ENTHUSIASM FOR WORK	3.9		2	2	3			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.7		1	3	3			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.7		1	3	3			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.3		3	3	1			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.7		3	10	7	1		
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.9		1	4	2			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.7		1	4	1	1		
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.6		1	2	4			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.8	1	4	20	10			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.9		1	4	2			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.7	1		4	2			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.1		2	4	1			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.9			6	1			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.6		1	2	4			
IIB. INSTRUCTIONAL SKILLS	3.6		6	38	40			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.4			3	4			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.7			5	2			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.7		1	3	3			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.7		1	3	3			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.7		1	3	3			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.7		1	3	3			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.9		1	4	2			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.6		1	2	4			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.3			2	5			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.6			4	3			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.4			3	4			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.4			3	4			
IIC. CLASSROOM MANAGEMENT SKILLS	3.7		7	23	26			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.9		1	4	2			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.4			3	4			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.6		1	2	4			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.4		1	1	5			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.1		2	4	1			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.6			4	3			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.0		2	3	2			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.3			2	5			
III. STUDENT/TEACHER RELATIONSHIPS	3.9		13	29	20	1		
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.9		1	4	2			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.7		1	3	3			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.9		2	3	1	1		
4. TREATS STUDENTS IMPARTIALLY	4.0		2	3	2			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.1		3	2	2			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.0		2	3	2			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.9		1	4	2			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.4			3	4			
9. [illegible]ES [illegible]D T[illegible]OOM [illegible]ACILITATE I[illegible]DUAL LEARNING	[illegible].9		1	4	2			

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COMPETENCIES BY RANK ORDER
FOR TEACHERS OF INDUST-VOC/AGRICULTURE        (SR HI)          MEAN
IN 1981-82 (NUMBER OF TEACHERS RATED = 007)                    RATING
                                                               ------
  IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS      4.29
 III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS    4.14
 IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES              4.14
 IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT     4.14
  IA4. PRESENTS AN EFFECTIVE ROLE MODEL                         4.14
 III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST  4.00
 III4. TREATS STUDENTS IMPARTIALLY                              4.00
 IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES             4.00
  IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                  4.00
  IA1. IS PUNCTUAL                                              4.00
 III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING  3.86
 III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS     3.86
 III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS             3.86
 III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                 3.86
 IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG  3.86
 IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU   3.86
 IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION   3.86
 IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                3.86
  IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                3.86
  IA6. SHOWS ENTHUSIASM FOR WORK                                3.86
  IA3. EXHIBITS POISE AND SELF-CONTROL                          3.86
  IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS       3.86
 III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS      3.71
 IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM   3.71
 IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT          3.71
 IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT     3.71
 IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES    3.71
 IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES     3.71
  IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE    3.71
  IA8. DEMONSTRATES PROFESSIONAL GROWTH                         3.71
  IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                    3.71
 IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS        3.67
 IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                3.57
 IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST          3.57
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG   3.57
 IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING  3.57
 IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM   3.57
  IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                   3.57
 III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP  3.43
 IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT         3.43
 IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS    3.43
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS  3.43
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY           3.43
 IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES              3.43
 IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK  3.29
 IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES             3.29
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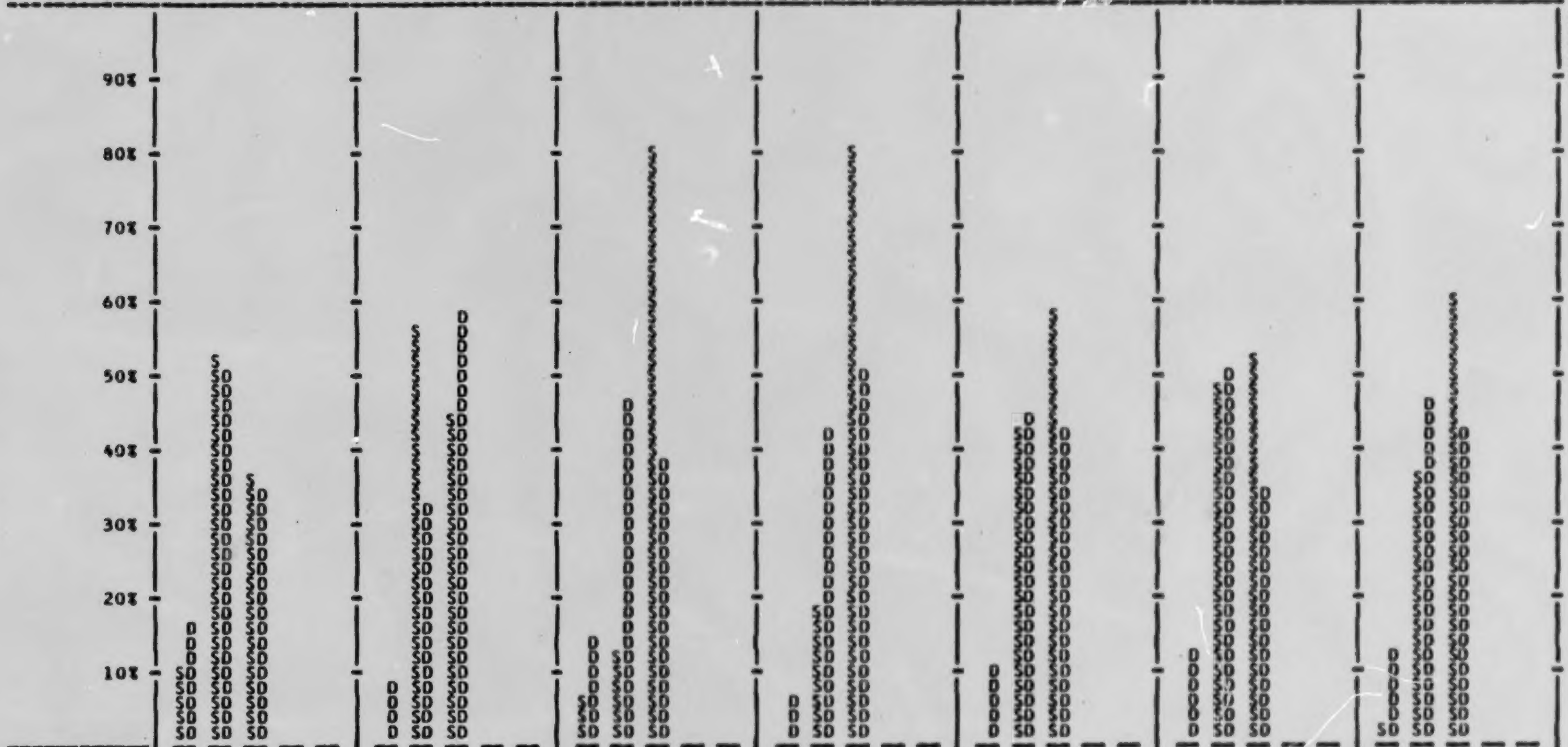
1981-82 SUMMARY OF TEACHER EVALUATIONS FOR DRIVER EDUCATION (SR HI) (JUNE 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL SECONDARY TEACHERS; "S" SHOWS THIS SUBJECT ONLY.



COMPETENCY CATEGORIES ———>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	16	50	34	0	0	9	32	58	1	0	15	46	39	0	0	7	42	50	1	0	11	45	43	1	0	13	51	35	1	0	12	46	42	1	0
SUBJECT:	11	52	37	0	0	0	56	44	0	0	7	13	80	0	0	0	19	81	0	0	0	42	58	0	0	0	48	52	0	0	3	37	60	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS: TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED= 03

SUMMARY OF TEACHER EVALUATION RATINGS IN 1981-82
FOR TEACHERS IN DRIVER EDUCATION (SR HI)
(NUMBER OF TEACHERS RATED = 003)

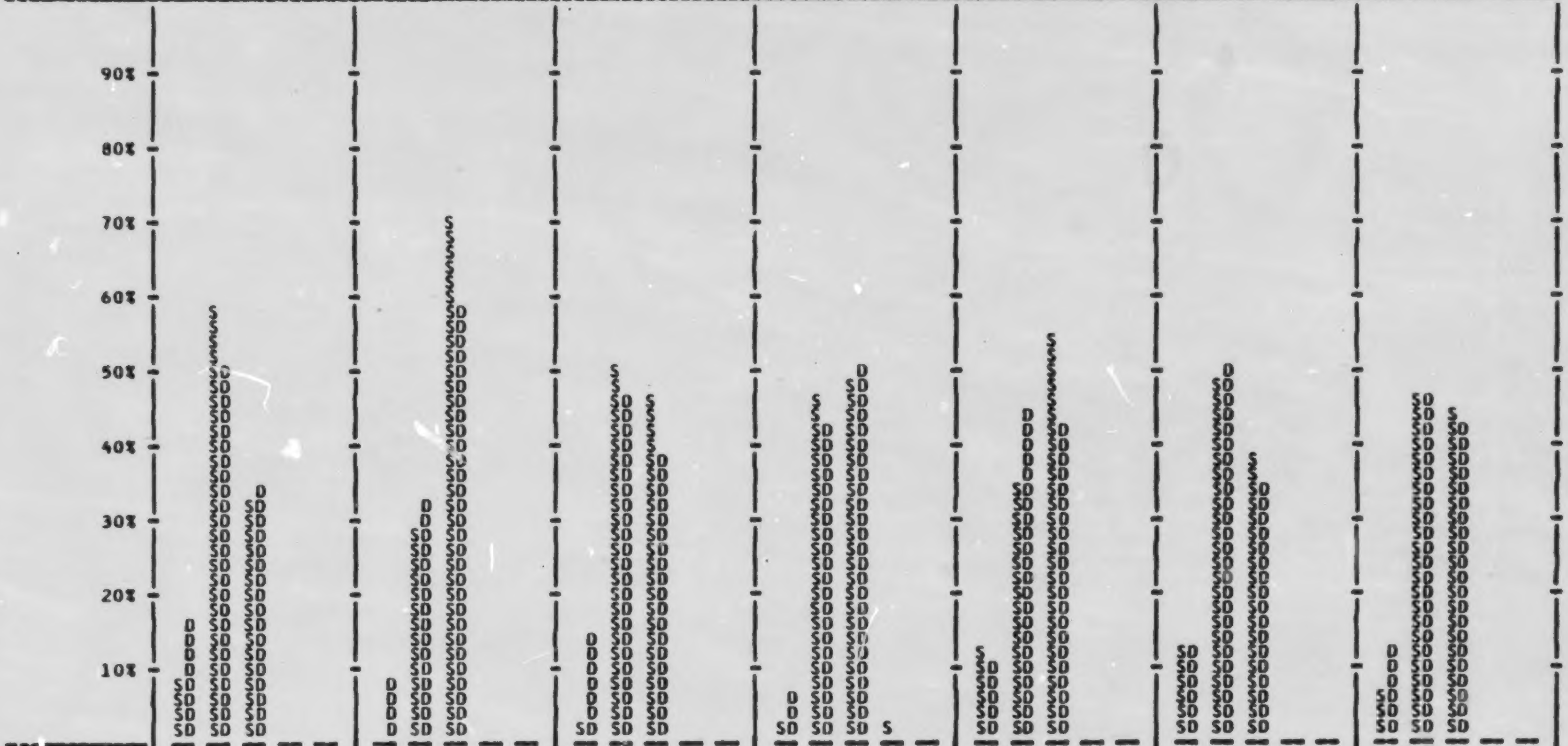
	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.7		3	14	10			
1. IS PUNCTUAL	3.7			2	1			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.7			2	1			
3. EXHIBITS POISE AND SELF-CONTROL	4.0		1	1	1			
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.7			2	1			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.7		1		2			
6. SHOWS ENTHUSIASM FOR WORK	4.0			3				
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.0			3				
8. DEMONSTRATES PROFESSIONAL GROWTH	3.3			1	2			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.7		1		2			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.6			5	4			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.7			2	1			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.7			2	1			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.3			1	2			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.3		1	2	12			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.0				3			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.0				3			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.0		1	1	1			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.0				3			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.3			1	2			
IIB. INSTRUCTIONAL SKILLS	3.2			7	29			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.3			1	2			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.0				3			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.0				3			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.3			1	2			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.3			1	2			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.0			3				
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.0				3			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.0				3			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.3			1	2			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.0				3			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.0				3			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.0				3			
IIC. CLASSROOM MANAGEMENT SKILLS	3.4			10	14			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.0			3				
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.7			2	1			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.3			1	2			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPPO CONTENT	3.0				3			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.7			2	1			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.3			1	2			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.3			1	2			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.0				3			
III. STUDENT/TEACHER RELATIONSHIPS	3.5			13	14			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.3			1	2			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.0			3				
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.7			2	1			
4. TREATS STUDENTS IMPARTIALLY	3.7			2	1			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.7			2	1			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.3			1	2			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.0				3			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.3			1	2			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.3			1	2			

COMPETENCIES BY RANK ORDER
FOR TEACHERS OF DRIVER EDUCATION (SR HI)
IN 1981-82 (NUMBER OF TEACHERS RATED = 003)

	MEAN RATING
III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.00
IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.00
IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.00
IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.00
IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.00
IA6. SHOWS ENTHUSIASM FOR WORK	4.00
IA3. EXHIBITS POISE AND SELF-CONTROL	4.00
III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.67
III4. TREATS STUDENTS IMPARTIALLY	3.67
III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.67
IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.67
IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.67
IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.67
IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.67
IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	3.67
IA5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.67
IA4. PRESENTS AN EFFECTIVE ROLE MODEL	3.67
IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.67
IA1. IS PUNCTUAL	3.67
III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.33
III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	3.33
III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.33
III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.33
IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.33
IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.33
IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.33
IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.33
IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.33
IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.33
IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.33
IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.33
IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.33
IA8. DEMONSTRATES PROFESSIONAL GROWTH	3.33
III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.00
IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.00
IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.00
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.00
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.00
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.00
IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.00
IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.00
IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.00
IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.00
IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.00
IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.00
IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.00

1981-82 SUMMARY OF TEACHER EVALUATIONS FOR CVAE (SR HI) (JUNE 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL SECONDARY TEACHERS; "S" SHOWS THIS SUBJECT ONLY.



COMPETENCY CATEGORIES ——>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	16	50	34	0	0	9	32	58	1	0	15	46	39	0	0	7	42	50	1	0	11	45	43	1	0	13	51	35	1	0	12	46	42	1	0
SUBJECT:	8	59	33	0	0	0	29	71	0	0	3	51	46	0	0	2	47	48	2	0	13	34	54	0	0	13	49	38	0	0	7	47	45	1	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED= 07

SUMMARY OF TEACHER EVALUATION RATINGS IN 1981-82
FOR TEACHERS IN CVAE (SR HI)
(NUMBER OF TEACHERS RATED = 007)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.7		5	37	21			
1. IS PUNCTUAL	3.6		1	2	4			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.9		1	4	2			
3. EXHIBITS POISE AND SELF-CONTROL	3.6			4	3			
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.7			5	2			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.4			3	4			
6. SHOWS ENTHUSIASM FOR WORK	4.1		1	6				
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.9		1	4	2			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.7		1	3	3			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.9			6	1			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.3			6	15			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.3			2	5			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.1			1	6			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.4			3	4			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.6		1	18	16			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.4			3	4			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.3			2	5			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.9		1	4	2			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.4			3	4			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.9			6	1			
IIB. INSTRUCTIONAL SKILLS	3.5		2	39	40	2		
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.4		1	2	3	1		
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.3			2	5			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.7			5	2			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.7			5	2			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.9		1	4	2			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.4			3	4			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.6			4	3			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.1			1	6			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.6			4	3			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.6			4	3			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.4			3	4			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.2			2	3	1		
IIC. CLASSROOM MANAGEMENT SKILLS	3.6		7	19	30			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.4			3	4			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.1			1	6			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.1			1	6			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.3			2	5			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.0		2	3	2			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.9		2	2	3			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.3		2	5				
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.6		1	2	4			
III. STUDENT/TEACHER RELATIONSHIPS	3.7		8	31	24			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.9		1	4	2			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.9			6	1			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.3			2	5			
4. TREATS STUDENTS IMPARTIALLY	3.7		1	3	3			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.9		1	4	2			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.7		1	3	3			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.6		1	2	4			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.7		1	3	3			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.1		2	4	1			

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COMPETENCIES BY RANK ORDER
FOR TEACHERS OF CVAE                              (SR HI)          MEAN
L.I 1981-82 (NUMBER OF TEACHERS RATED = 007)                      RATING
                                                                  ------
 IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                4.29
 IID9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING     4.14
  IA6. SHOWS ENTHUSIASM FOR WORK                                   4.14
 IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                 4.00
 IID5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS       3.86
 IID2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS         3.86
 IID1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                    3.86
 IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                   3.86
 IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT             3.86
 IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM      3.86
 IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT        3.86
  IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS         3.86
  IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                       3.86
  IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS          3.86
 IID8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP     3.71
 IID6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST     3.71
 IID4. TREATS STUDENTS IMPARTIALLY                                 3.71
 IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT        3.71
 IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES       3.71
  IA8. DEMONSTRATES PROFESSIONAL GROWTH                            3.71
  IA4. PRESENTS AN EFFECTIVE ROLE MODEL                            3.71
 IID7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS        3.57
 IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK     3.57
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG      3.57
 IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                3.57
 IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU      3.57
  IA3. EXHIBITS POISE AND SELF-CONTROL                             3.57
  IA1. IS PUNCTUAL                                                 3.57
 IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG     3.43
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY              3.43
 IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM      3.43
 IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                 3.43
 IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION      3.43
 IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                   3.43
  IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                      3.43
  IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                     3.43
 IID3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                3.29
 IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT            3.29
 IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES        3.29
 IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS           3.29
  IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                   3.29
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS     3.17
 IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST             3.14
 IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS       3.14
 IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING     3.14
  IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE       3.14
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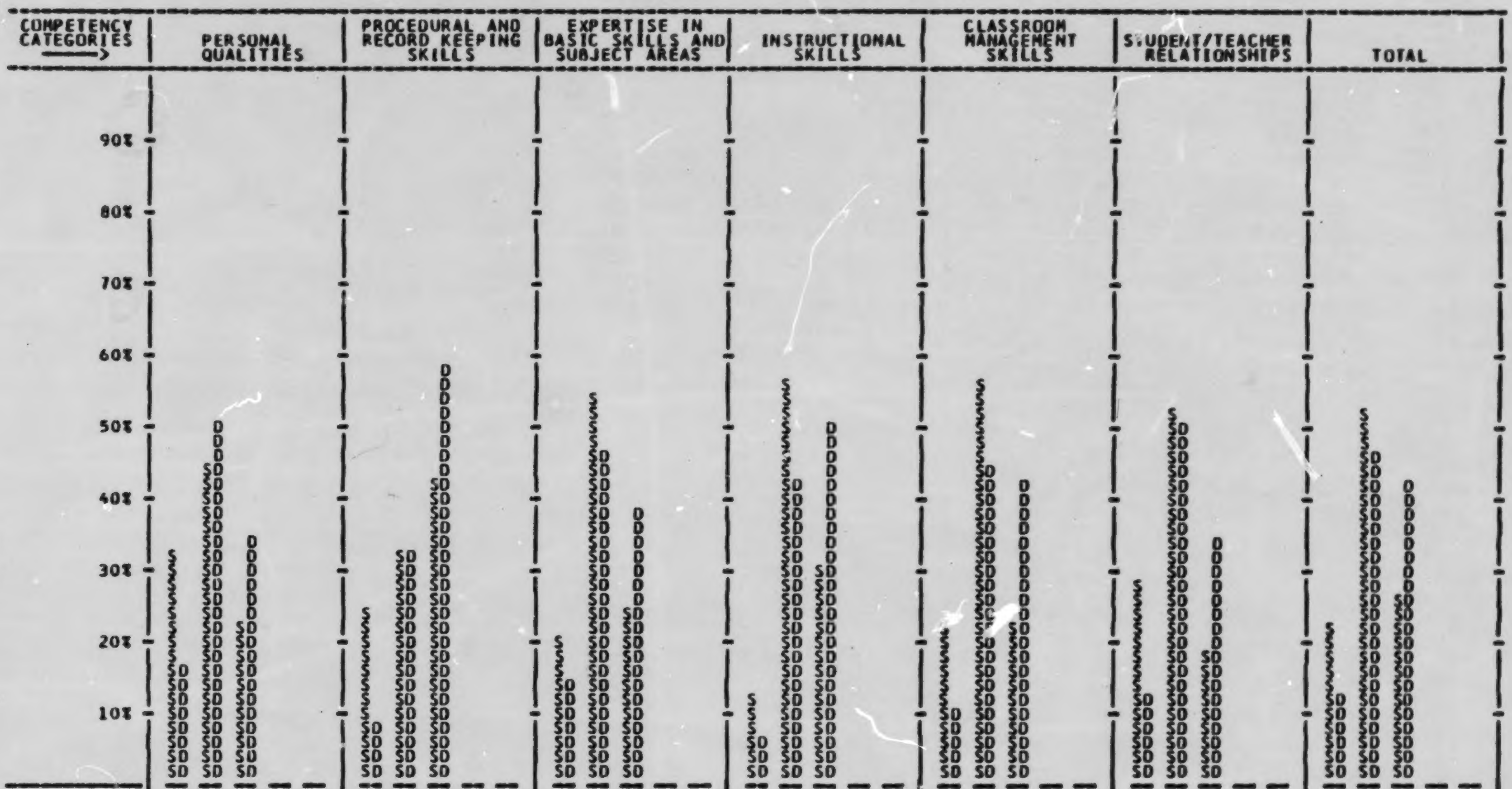
1981-82 SUMMARY OF TEACHER EVALUATIONS FOR OFFICE-VOE (SR HI) (JUNE 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL SECONDARY TEACHERS; "S" SHOWS THIS SUBJECT ONLY.



COMPETENCY CATEGORIES ——>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	16	50	34	0	0	9	32	58	1	0	15	46	39	0	0	7	42	50	1	0	11	45	43	1	0	13	51	35	1	0	12	46	42	1	0
SUBJECT:	33	44	22	0	0	25	33	42	0	0	20	55	25	0	0	13	56	31	0	0	22	56	22	0	0	28	53	19	0	0	23	52	26	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED= 04

SUMMARY OF TEACHER EVALUATION RATINGS IN 1981-82
FOR TEACHERS IN OFFICE-VOE (SR HI)
(NUMBER OF TEACHERS RATED = 004)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA._PERSONAL_QUALITIES	4.1		12	16	8			
1. IS PUNCTUAL	3.8		1	1	2			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.8		1	1	2			
3. EXHIBITS POISE AND SELF-CONTROL	4.3		1	3				
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.3		2	1	1			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.8		1	1	2			
6. SHOWS ENTHUSIASM FOR WORK	4.3		1	3				
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.0		1	2	1			
8. DEMONSTRATES PROFESSIONAL GROWTH	4.5		2	2				
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.5		2	2				
IB._PROCEDURAL_AND_RECORDKEEPING_SKILLS	3.8		3	4	5			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.8		1	1	2			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.8		1	1	2			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	4.0		1	2	1			
IIA._EXPERTISE_IN_BASIC_SKILLS_AND_SUBJECT_AREAS	4.0		4	11	5			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.8		1	1	2			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.5			2	2			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.3		1	3				
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.3		1	3				
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.0		1	2	1			
IIB._INSTRUCTIONAL_SKILLS	3.8		6	27	15			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.5			2	2			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.0		1	2	1			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.3		1	3				
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.0			4				
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.5		1		3			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.0		1	2	1			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.0		1	2	1			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.0			4				
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.3			1	3			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	4.0		1	2	1			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.5			2	2			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.8			3	1			
IIC._CLASSROOM_MANAGEMENT_SKILLS	4.0		7	18	7			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.3		2	1	1			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.0		1	2	1			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.0			4				
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.8			3	1			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.3		1	3				
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.0		1	2	1			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.0		1	2	1			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.8		1	1	2			
III._STUDENT/TEACHER_RELATIONSHIPS	4.1		10	19	7			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.3		1	3				
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.8			3	1			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.0		1	2	1			
4. TREATS STUDENTS IMPARTIALLY	3.8		1	1	2			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.8		1	1	2			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.3		1	3				
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.0		1	2	1			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.5		2	2				
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.5		2	2				

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COMPETENCIES BY RANK ORDER
FOR TEACHERS OF OFFICE-VOE                             (SR HI)          MEAN
IN 1981-82 (NUMBER OF TEACHERS RATED = 004)                             RATING
                                                                        ------
 III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING           4.50
 III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP           4.50
  IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS               4.50
  IA8. DEMONSTRATES PROFESSIONAL GROWTH                                  4.50
 III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST           4.25
 III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                          4.25
 IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                       4.25
 IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG           4.25
 IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES             4.25
 IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION            4.25
 IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT              4.25
  IA6. SHOWS ENTHUSIASM FOR WORK                                         4.25
  IA4. PRESENTS AN EFFECTIVE ROLE MODEL                                  4.25
  IA3. EXHIBITS POISE AND SELF-CONTROL                                   4.25
 III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS              4.00
 III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                      4.00
 IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                      4.00
 IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                         4.00
 IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST                   4.00
 IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS             4.00
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG            4.00
 IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING           4.00
 IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU            4.00
 IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM            4.00
 IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT              4.00
 IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES              4.00
 IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM            4.00
  IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                            4.00
  IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                             4.00
 III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS             3.75
 III4. TREATS STUDENTS IMPARTIALLY                                       3.75
 III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS               3.75
 IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK           3.75
 IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT                  3.75
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS           3.75
 IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                         3.75
  IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE             3.75
  IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                         3.75
  IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                           3.75
  IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS                3.75
  IA1. IS PUNCTUAL                                                       3.75
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY                    3.50
 IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT                   3.50
 IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                       3.50
 IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS                 3.50
 IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                      3.25
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1981-82 SUMMARY OF TEACHER EVALUATIONS FOR DISTRIBUTIVE ED. (SR HI) (JUNE 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL SECONDARY TEACHERS; "S" SHOWS THIS SUBJECT ONLY.

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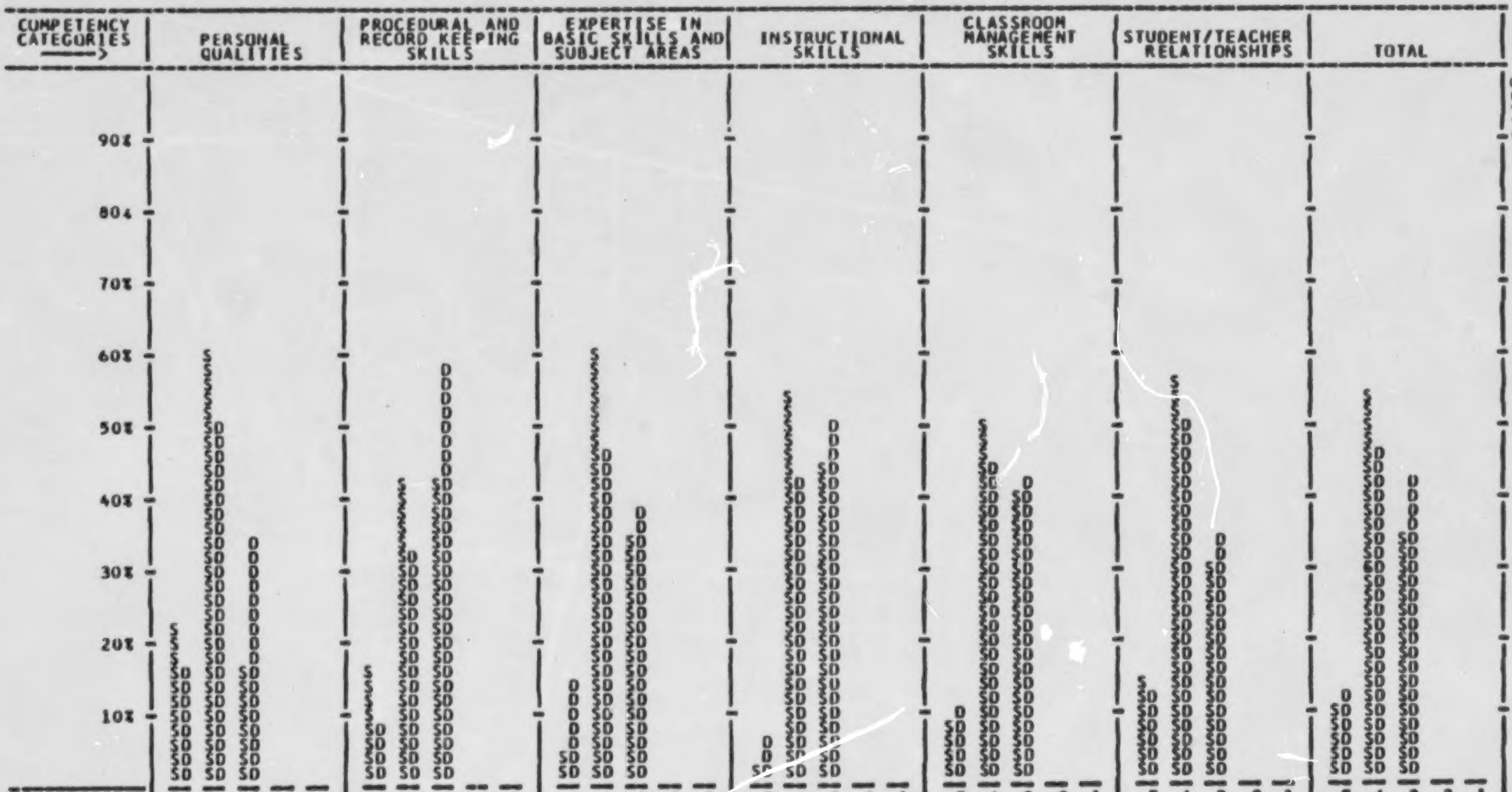

COMPETENCY CATEGORIES ——>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	16	50	34	0	0	9	32	58	1	0	15	46	39	0	0	7	42	50	1	0	11	45	43	1	0	13	51	35	1	0	12	46	42	1	0
SUBJECT:	22	61	17	0	0	17	42	42	0	0	5	60	35	0	0	2	54	44	0	0	9	50	41	0	0	14	56	31	0	0	11	55	34	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED= 04

SUMMARY OF TEACHER EVALUATION RATINGS IN 1981-82
FOR TEACHERS IN DISTRIBUTIVE ED. (SR HI)
(NUMBER OF TEACHERS RATED = 004)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.1		8	22	6			
1. IS PUNCTUAL	4.5		2	2				
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.5		2	2				
3. EXHIBITS POISE AND SELF-CONTROL	4.3		1	3				
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.5			2	2			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.0			4				
6. SHOWS ENTHUSIASM FOR WORK	4.3		1	3				
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.3		1	3				
8. DEMONSTRATES PROFESSIONAL GROWTH	3.5			2	2			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.8		1	1	2			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.8		2	5	5			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.3			1	3			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	4.3		1	3				
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.8		1	1	2			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.7		1	12	7			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.5			2	2			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.8			3	1			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.0		1	2	1			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.5			2	2			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.8			3	1			
IIB. INSTRUCTIONAL SKILLS	3.6		1	26	21			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.3			1	3			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.3			1	3			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.0			4				
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.8			3	1			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.8			3	1			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.8		1	1	2			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.8			3	1			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.5			2	2			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.3			1	3			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.8			3	1			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.5			2	2			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.5			2	2			
IIC. CLASSROOM MANAGEMENT SKILLS	3.7		3	16	13			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.3		1	3				
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.8			3	1			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.8		1	1	2			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.5			2	2			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.5			2	2			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.3			1	3			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.3		1	3				
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.3			1	3			
III. STUDENT/TEACHER RELATIONSHIPS	3.8		5	20	11			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.0		1	2	1			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.8			3	1			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.8			3	1			
4. TREATS STUDENTS IMPARTIALLY	4.0			4				
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.5			2	2			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.5			2	2			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.5			2	2			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.3		2	1	1			
9. [illegible]S A[illegible] TI[illegible]OM T[illegible]CIL[illegible] IN[illegible]DUAL [illegible]RNIN[illegible]	[illegible]3		2	1	1			

COMPETENCIES BY RANK ORDER
FOR TEACHERS OF DISTRIBUTIVE ED. (SR HI)
IN 1981-82 (NUMBER OF TEACHERS RATED = 004)

		MEAN RATING
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.50
IA1.	IS PUNCTUAL	4.50
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.25
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	4.25
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.25
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.25
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	4.25
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.25
IA6.	SHOWS ENTHUSIASM FOR WORK	4.25
IA3.	EXHIBITS POISE AND SELF-CONTROL	4.25
III4.	TREATS STUDENTS IMPARTIALLY	4.00
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.00
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	4.00
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.00
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	4.00
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.75
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.75
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.75
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.75
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.75
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.75
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.75
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.75
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.75
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.75
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.75
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.75
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	3.75
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.50
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.50
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.50
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.50
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.50
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.50
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.50
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.50
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.50
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.50
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	3.50
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	3.50
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.25
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.25
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.25
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.25
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.25
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.25

1981-82 SUMMARY OF TEACHER EVALUATIONS FOR CHOIR **(SR HI)** (JUNE 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL SECONDARY TEACHERS; "S" SHOWS THIS SUBJECT ONLY.

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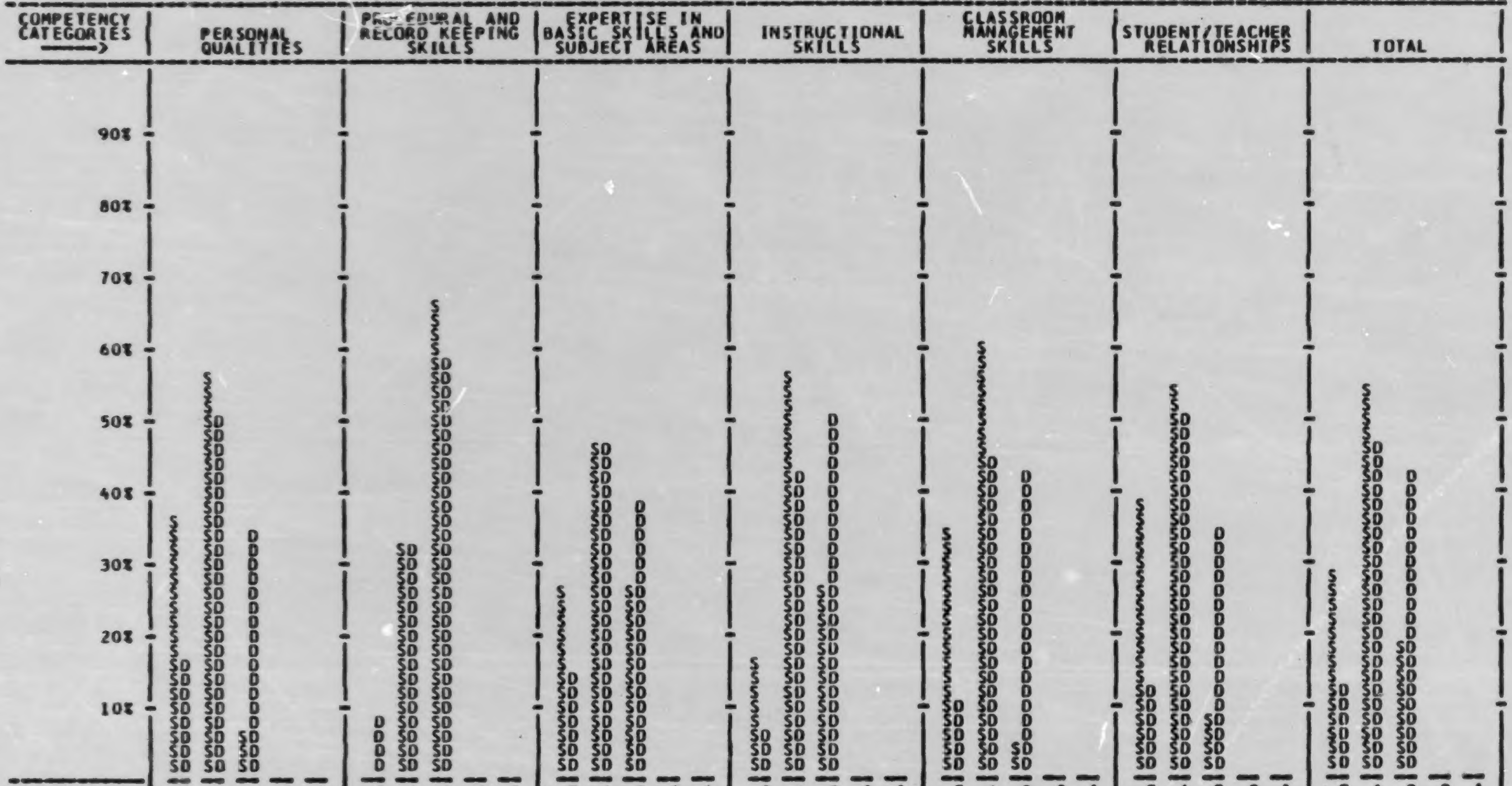

COMPETENCY CATEGORIES ——>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	16	50	34	0	0	9	32	58	1	0	15	46	39	0	0	7	42	50	1	0	11	45	43	1	0	13	51	35	1	0	12	46	42	1	0
SUBJECT:	37	56	7	0	0	0	33	67	0	0	27	47	27	0	0	17	57	26	0	0	35	61	4	0	0	38	54	8	0	0	28	54	18	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED= 03

SUMMARY OF TEACHER EVALUATION RATINGS IN 1981-82
FOR TEACHERS IN CHOIR (SR HI)
(NUMBER OF TEACHERS RATED = 003)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.3		10	15	2			
1. IS PUNCTUAL	3.7			2	1			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.0			3				
3. EXHIBITS POISE AND SELF-CONTROL	4.3		1	2				
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.7		2	1				
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.0		1	1	1			
6. SHOWS ENTHUSIASM FOR WORK	4.7		2	1				
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.7		2	1				
8. DEMONSTRATES PROFESSIONAL GROWTH	4.3		1	2				
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.3		1	2				
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.3			3	6			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.0				3			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.3			1	2			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.7			2	1			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.0		4	7	4			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.7			2	1			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.3			1	2			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.7		2	1				
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.3		1	2				
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.0		1	1	1			
IIB. INSTRUCTIONAL SKILLS	3.9		6	20	9			1
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.0			3				
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.3		1	2				
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.7		2	1				
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.7			2	1			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.3			1	2			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.3		1	2				
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.0			3				
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.0		1	1	1			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.5			1	1			1
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.7			2	1			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	4.0		1	1	1			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.3			1	2			
IIC. CLASSROOM MANAGEMENT SKILLS	4.3		8	14	1			1
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.3		1	2				
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.0			3				
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.3		1	2				
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.3		1	2				
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.0		1	1	1			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.3		1	2				
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.7		2	1				
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	4.5		1	1				1
III. STUDENT/TEACHER RELATIONSHIPS	4.3		10	14	2			1
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.7		2	1				
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.0		1	1	1			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.3		1	2				
4. TREATS STUDENTS IMPARTIALLY	4.7		2	1				
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.3		1	2				
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.0			3				
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.3		1	2				
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.3		1	2				
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.0		1		1			1

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COMPETENCIES BY RANK ORDER
FOR TEACHERS OF CHOIR                              (SR HI)          MEAN
IN 1981-82 (NUMBER OF TEACHERS RATED = 003)                         RATING
                                                                    ------
 III4. TREATS STUDENTS IMPARTIALLY                                   4.67
 III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                      4.67
 IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                  4.67
 IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES         4.67
 IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT          4.67
  IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                         4.67
  IA6. SHOWS ENTHUSIASM FOR WORK                                     4.67
  IA4. PRESENTS AN EFFECTIVE ROLE MODEL                              4.67
 IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK       4.50
 III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP       4.33
 III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS          4.33
 III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS         4.33
 III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                  4.33
 IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                     4.33
 IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT              4.33
 IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST               4.33
 IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG       4.33
 IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM        4.33
 IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES          4.33
 IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION        4.33
  IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS           4.33
  IA8. DEMONSTRATES PROFESSIONAL GROWTH                              4.33
  IA3. EXHIBITS POISE AND SELF-CONTROL                               4.33
 III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING       4.00
 III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST       4.00
 III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS           4.00
 IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                   4.00
 IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS         4.00
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY                4.00
 IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING       4.00
 IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU        4.00
 IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                   4.00
 IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM        4.00
  IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                       4.00
  IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS            4.00
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG        3.67
 IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT          3.67
 IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                     3.67
  IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                        3.67
  IA1. IS PUNCTUAL                                                   3.67
 IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                  3.50
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS       3.33
 IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT               3.33
 IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS             3.33
  IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE         3.33
  IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                     3.00
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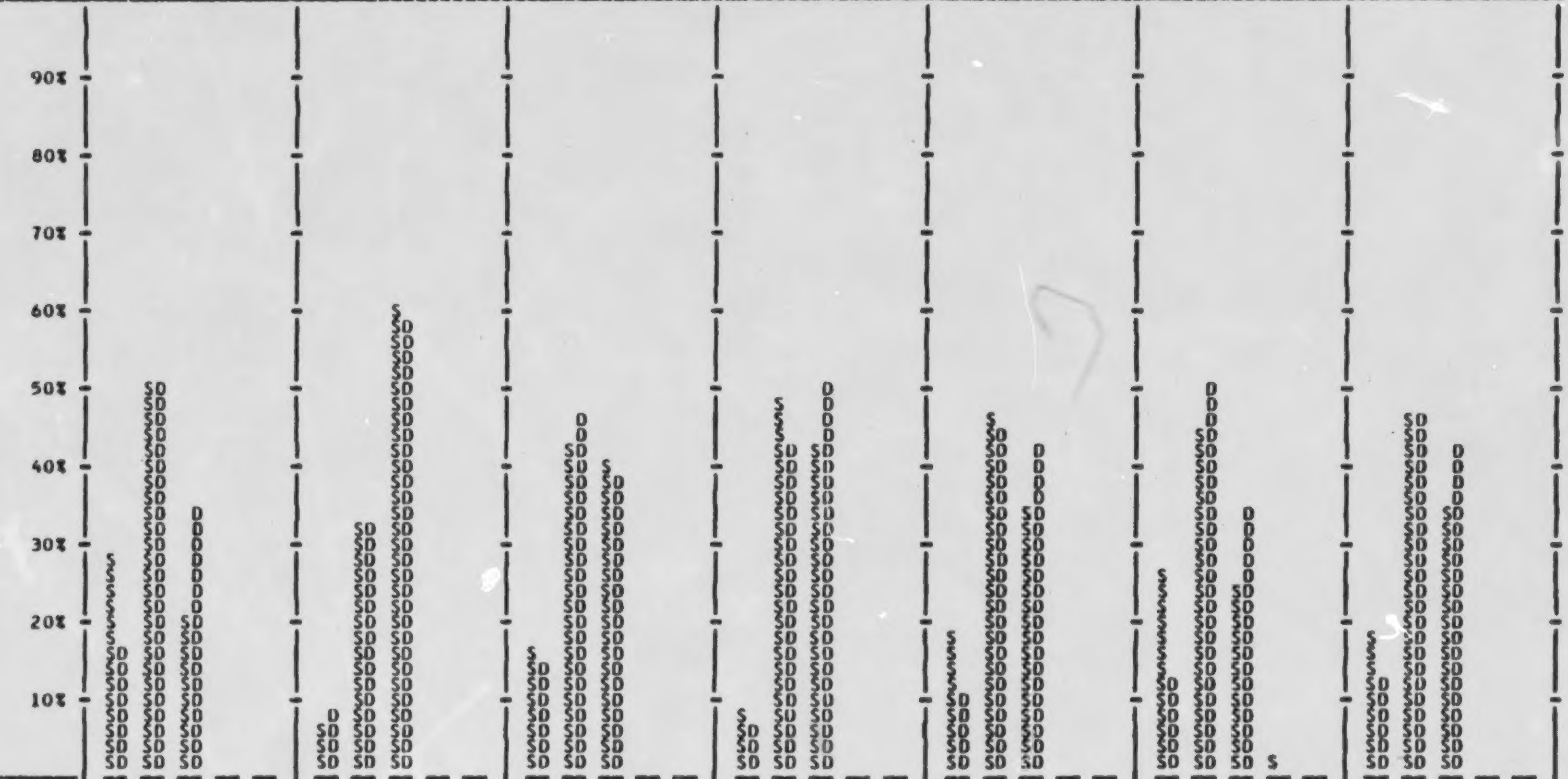
1981-82 SUMMARY OF TEACHER EVALUATIONS FOR BAND/ORCHESTRA (SR HI) (JUNE 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL SECONDARY TEACHERS; "S" SHOWS THIS SUBJECT ONLY.



COMPETENCY CATEGORIES ——>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	16	50	34	0	0	9	32	58	1	0	15	46	39	0	0	7	42	50	1	0	11	45	43	1	0	13	51	35	1	0	12	46	42	1	0
SUBJECT:	29	51	20	0	0	6	33	61	0	0	17	42	41	0	0	9	48	43	0	0	19	46	34	0	0	27	45	25	3	0	19	46	34	1	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS: TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED= 12

SUMMARY OF TEACHER EVALUATION RATINGS IN 1981-82
FOR TEACHERS IN BAND/ORCHESTRA (SR HI)
(NUMBER OF TEACHERS RATED = 012)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.1		31	55	22			
1. IS PUNCTUAL	3.7		1	6	5			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.3		6	4	2			
3. EXHIBITS POISE AND SELF-CONTROL	4.2		3	8	1			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.2		3	8	1			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.9		4	3	5			
6. SHOWS ENTHUSIASM FOR WORK	4.4		7	3	2			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.2		4	6	2			
8. DEMONSTRATES PROFESSIONAL GROWTH	4.0		3	6	3			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.9			11	1			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.4		2	12	22			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.3		1	2	9			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.3			3	9			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.8		1	7	4			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.8		10	25	24			1
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.8		2	5	5			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.3			3	8			1
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.1		4	5	3			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.7			8	4			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.0		4	4	4			
IIB. INSTRUCTIONAL SKILLS	3.7		13	68	60			3
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.9		2	7	3			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.8		1	8	3			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.4		1	3	8			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.5			6	6			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.3			3	9			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.3		5	5	2			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.8		2	6	4			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.9		2	7	3			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.6			5	4			3
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.7			8	4			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.6			7	5			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.3			3	9			
IIC. CLASSROOM MANAGEMENT SKILLS	3.8		18	43	32			3
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.0		4	4	4			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.8		1	8	3			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.8		1	7	4			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.6		1	5	6			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.1		4	5	3			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.7		2	4	6			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.1		4	5	3			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.8		1	5	3			3
III. STUDENT/TEACHER RELATIONSHIPS	4.0		29	48	26	3		2
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.0		4	4	4			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.3		6	3	3			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.8		2	6	3	1		
4. TREATS STUDENTS IMPARTIALLY	3.6		1	6	4	1		
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.1		4	5	3			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.7		2	5	4	1		
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.3		5	5	2			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.3		4	7	1			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.9		1	7	2			2

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COMPETENCIES BY RANK ORDER
FOR TEACHERS OF BAND/ORCHESTRA                         (SR HI)          MEAN
IN 1981-82 (NUMBER OF TEACHERS RATED = 012)                            RATING
                                                                       ------
  IA6. SHOWS ENTHUSIASM FOR WORK                                        4.42
  IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS               4.33
 III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP          4.25
 III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS             4.25
 III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS              4.25
 IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM           4.25
  IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                            4.17
  IA4. PRESENTS AN EFFECTIVE ROLE MODEL                                 4.17
  IA3. EXHIBITS POISE AND SELF-CONTROL                                  4.17
 III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS            4.08
 IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                     4.08
 IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                      4.08
 IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT             4.08
 III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                         4.00
 IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG          4.00
 IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM           4.00
  IA8. DEMONSTRATES PROFESSIONAL GROWTH                                 4.00
 IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING          3.92
 IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                      3.92
  IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS              3.92
  IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                          3.92
 III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING          3.90
 IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS            3.83
 IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU           3.83
 IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES             3.83
 IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK          3.78
 III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                     3.75
 IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST                  3.75
 IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                        3.75
  IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                           3.75
 III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST          3.67
 IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                        3.67
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG           3.67
 IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION           3.67
  IA1. IS PUNCTUAL                                                      3.67
 III4. TREATS STUDENTS IMPARTIALLY                                      3.58
 IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT                 3.58
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY                   3.58
 IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                     3.56
 IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT             3.50
 IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES            3.42
  IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                        3.33
 IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS                3.27
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS          3.25
 IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT                  3.25
  IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE            3.25
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1981-82 SUMMARY OF TEACHER EVALUATIONS FOR SPEECH/DRAMA (SR HI) (JUNE 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL SECONDARY TEACHERS; "S" SHOWS THIS SUBJECT ONLY.

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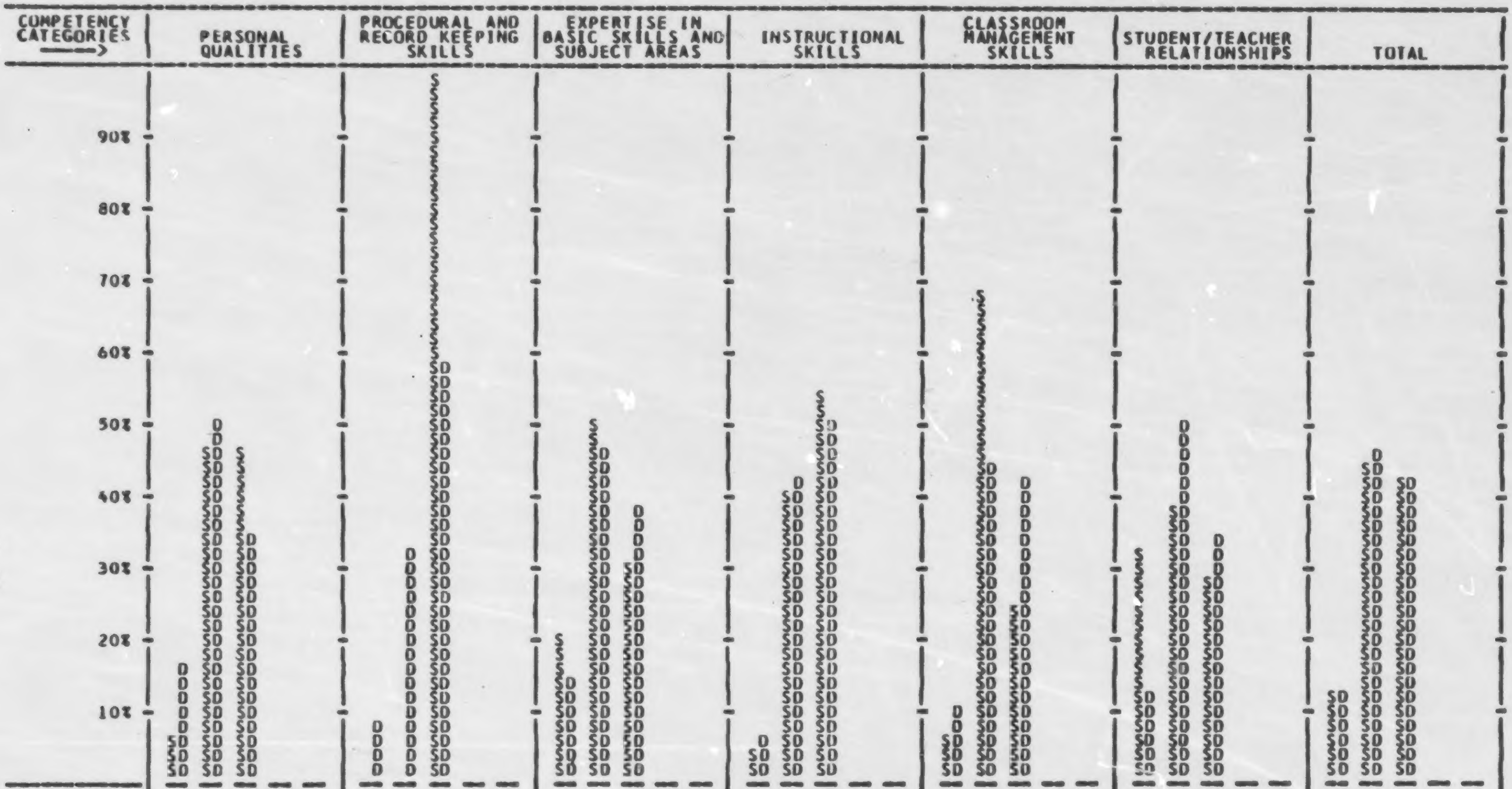

PERCENT OF RESPONSES:	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	16	50	34	0	0	9	32	58	1	0	15	46	39	0	0	7	42	50	1	0	11	45	43	1	0	13	51	35	1	0	12	46	42	1	0
SUBJECT:	6	47	47	0	0	0	0	100	0	0	20	50	30	0	0	5	41	55	0	0	6	69	25	0	0	33	39	28	0	0	12	45	43	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS: TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED= 02

SUMMARY OF TEACHER EVALUATION RATINGS IN 1981-82
FOR TEACHERS IN SPEECH/DRAMA (SR HI)
(NUMBER OF TEACHERS RATED = 002)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.6	1	1	8	8			
1. IS PUNCTUAL	3.0				2			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.0				2			
3. EXHIBITS POISE AND SELF-CONTROL	4.0			2				
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.0				2			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.0			2				
6. SHOWS ENTHUSIASM FOR WORK	4.5		1	1				
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.0			2				
8. DEMONSTRATES PROFESSIONAL GROWTH	3.0	1			1			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.5			1	1			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.0				6			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.0				2			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.0				2			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.0				2			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.9		2	5	3			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.0			2				
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.0				2			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.0			2				
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.5		1	1				
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.0		1		1			
IIB. INSTRUCTIONAL SKILLS	3.5		1	9	12			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.5			1	1			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.0				1			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.5			1	1			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.5			1	1			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.5			1	1			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.5		1	1				
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.5			1	1			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.5			1	1			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.0				1			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.5			1	1			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.5			1	1			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.0				2			
IIC. CLASSROOM MANAGEMENT SKILLS	3.8		1	11	4			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.5			1	1			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.0			2				
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.0			2				
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.5			1	1			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.5			1	1			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.0		1		1			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.0			2				
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	4.0			2				
III. STUDENT/TEACHER RELATIONSHIPS	4.1		6	7	5			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.5		1	1				
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.0		1		1			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.5			1	1			
4. TREATS STUDENTS IMPARTIALLY	3.5			1	1			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.0		1		1			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.0			2				
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.0		1		1			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.5		1	1				
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.5		1	1				

COMPETENCIES BY RANK ORDER
FOR TEACHERS OF SPEECH/DRAMA (SR HI)
IN 1981-82 (NUMBER OF TEACHERS RATED = 002)

		MEAN RATING
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.50
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	4.50
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.50
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.50
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.50
IA6.	SHOWS ENTHUSIASM FOR WORK	4.50
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.00
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.00
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.00
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.00
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	4.00
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.00
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.00
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.00
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.00
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.00
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.00
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.00
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.00
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	4.00
IA3.	EXHIBITS POISE AND SELF-CONTROL	4.00
III4.	TREATS STUDENTS IMPARTIALLY	3.50
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.50
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.50
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.50
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.50
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.50
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.50
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.50
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.50
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.50
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.50
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.50
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.50
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	3.50
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.00
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.00
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.00
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.00
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.00
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.00
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.00
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	3.00
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	3.00
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.00
IA1.	IS PUNCTUAL	3.00

1981-82 SUMMARY OF TEACHER EVALUATIONS FOR JOURNALISM (SR HI) (JUNE 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL SECONDARY TEACHERS; "S" SHOWS THIS SUBJECT ONLY.

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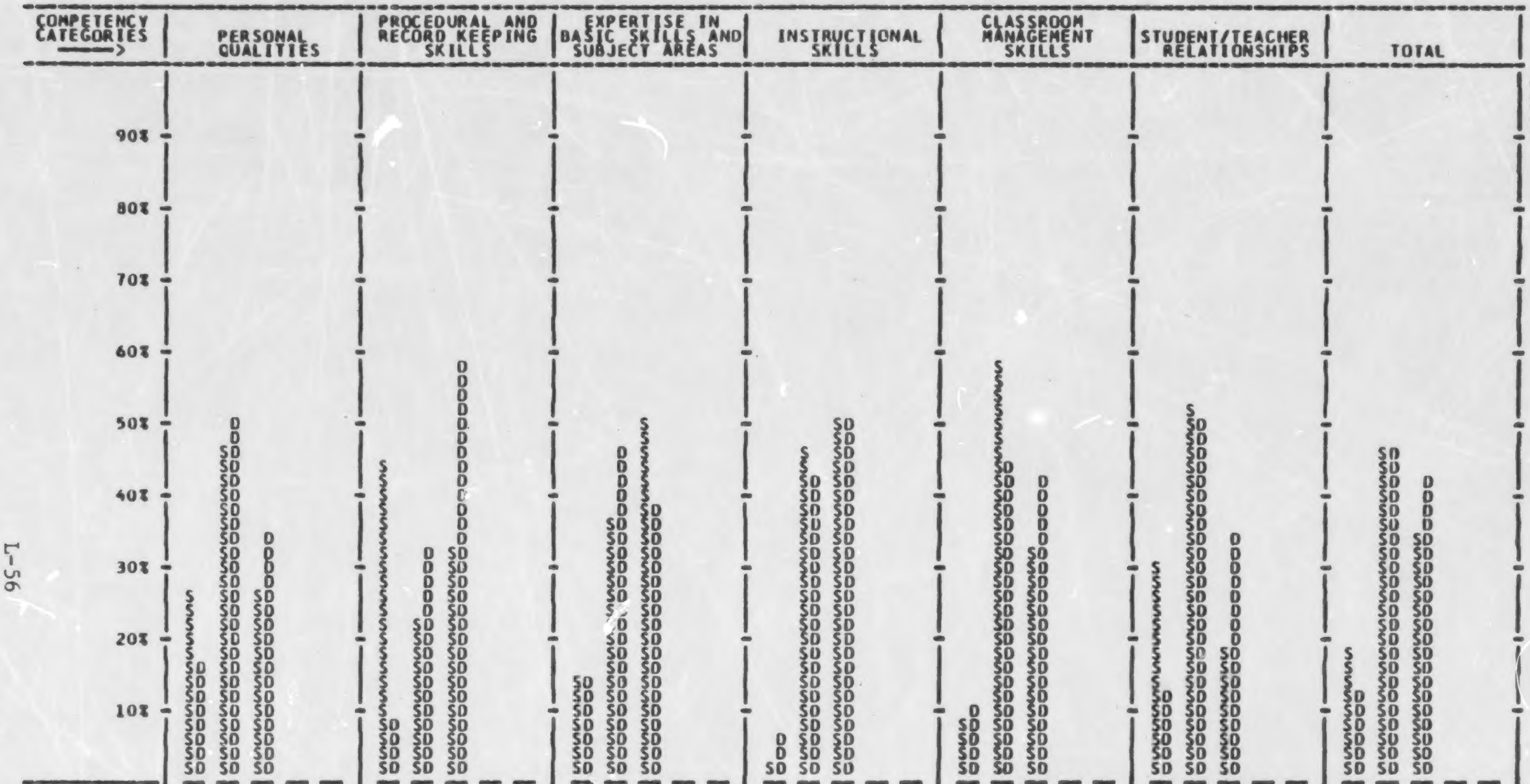

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COMPETENCY CATEGORIES	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	16	50	34	0	0	9	32	58	1	0	15	46	39	0	0	7	42	50	1	0	11	45	43	1	0	13	51	35	1	0	12	46	42	1	0
SUBJECT:	27	46	27	0	0	44	22	33	0	0	14	36	50	0	0	3	47	50	0	0	8	58	33	0	0	30	52	19	0	0	18	47	35	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS: TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED= 03

SUMMARY OF TEACHER EVALUATION RATINGS IN 1981-82
FOR TEACHERS IN JOURNALISM (SR HI)
(NUMBER OF TEACHERS RATED = 003)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.0	1	7	12	7			
1. IS PUNCTUAL	4.0		1	1	1			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.0		1	1	1			
3. EXHIBITS POISE AND SELF-CONTROL	4.0			3				
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.7			2	1			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.7			2	1			
6. SHOWS ENTHUSIASM FOR WORK	4.3		1	2				
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.0		1	1	1			
8. DEMONSTRATES PROFESSIONAL GROWTH	4.0	1	1		1			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.3		2		1			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	4.1		4	2	3			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	4.0		1	1	1			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	4.3		2		1			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	4.0		1	1	1			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.6		2	5	7			1
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.0		1	1	1			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.0				2			1
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.7		1		2			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.7			2	1			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.7			2	1			
IIB. INSTRUCTIONAL SKILLS	3.5		1	17	18			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.0				3			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.7			2	1			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.7			2	1			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.7			2	1			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.3			1	2			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.0			3				
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.7			2	1			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.7			2	1			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.7		1		2			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.3			1	2			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.3			1	2			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.3			1	2			
IIC. CLASSROOM MANAGEMENT SKILLS	3.8		2	14	8			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.3		1	2				
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.7			2	1			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.7			2	1			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.3			1	2			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.3		1	2				
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.7			2	1			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.7			2	1			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.3			1	2			
III. STUDENT/TEACHER RELATIONSHIPS	4.1		8	14	5			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.0			3				
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.3		1	2				
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.0		1	1	1			
4. TREATS STUDENTS IMPARTIALLY	4.0		1	1	1			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.3		2		1			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.0		1	1	1			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.3		1	2				
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.0			3				
9. [illegible] AR[illegible] THE [illegible] T[illegible] FACILIT[illegible] IN[illegible]UAL [illegible]NING	[illegible]		1	1	1			

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COMPETENCIES BY RANK ORDER
FOR TEACHERS OF JOURNALISM                          (SR HI)             MEAN
IN 1981-82 (NUMBER OF TEACHERS RATED = 003)                            RATING
                                                                       ------
III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS              4.33
III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS             4.33
III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS               4.33
IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                       4.33
IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG           4.33
 IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE             4.33
 IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS               4.33
 IA6. SHOWS ENTHUSIASM FOR WORK                                         4.33
III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING           4.00
III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP           4.00
III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST           4.00
III4. TREATS STUDENTS IMPARTIALLY                                       4.00
III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                      4.00
III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                          4.00
IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM            4.00
IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                         4.00
 IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                            4.00
 IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                         4.00
 IA8. DEMONSTRATES PROFESSIONAL GROWTH                                  4.00
 IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                             4.00
 IA3. EXHIBITS POISE AND SELF-CONTROL                                   4.00
 IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS                4.00
 IA1. IS PUNCTUAL                                                       4.00
IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                      3.67
IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                         3.67
IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST                   3.67
IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS             3.67
IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                      3.67
IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING           3.67
IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU            3.67
IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT              3.67
IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES             3.67
IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES              3.67
IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM            3.67
IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION            3.67
IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT              3.67
 IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                           3.67
 IA4. PRESENTS AN EFFECTIVE ROLE MODEL                                  3.67
IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK           3.33
IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT                  3.33
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS          3.33
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY                   3.33
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG           3.33
IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT                   3.33
IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                       3.00
IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS                 3.00
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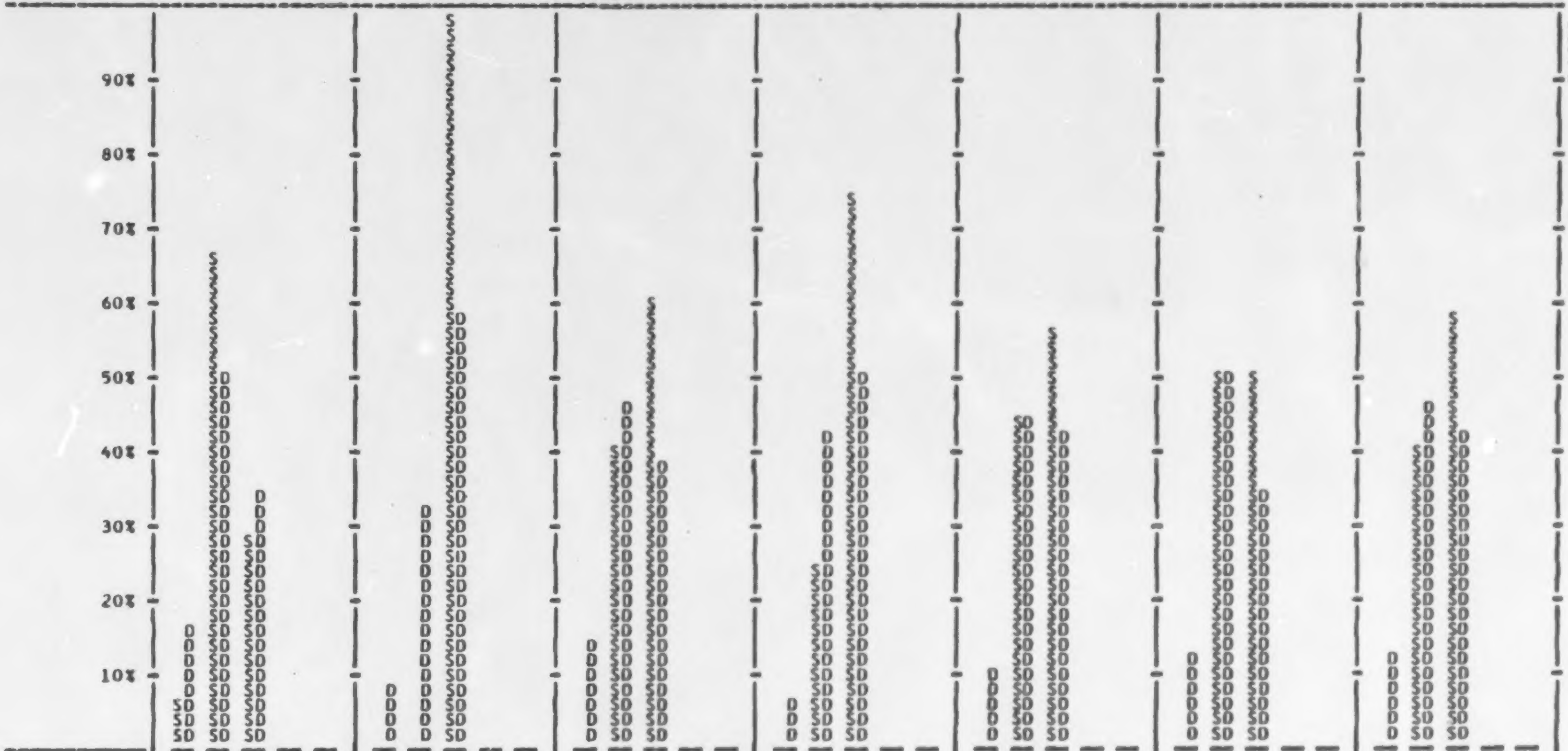
1981-82 SUMMARY OF TEACHER EVALUATIONS FOR ART (SR HI) (JUNE 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL SECONDARY TEACHERS; "S" SHOWS THIS SUBJECT ONLY.



COMPETENCY CATEGORIES --->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	16	50	34	0	0	9	32	58	1	0	15	46	39	0	0	7	42	50	1	0	11	45	43	1	0	13	51	35	1	0	12	46	42	1	0
SUBJECT:	6	67	28	0	0	0	0	100	0	0	0	40	60	0	0	0	25	75	0	0	0	44	56	0	0	0	50	50	0	0	1	41	58	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED= 02

SUMMARY OF TEACHER EVALUATION RATINGS IN 1981-82
FOR TEACHERS IN ART (SR HI)
(NUMBER OF TEACHERS RATED = 002)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.8		1	12	5			
1. IS PUNCTUAL	3.5			1	1			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.5			1	1			
3. EXHIBITS POISE AND SELF-CONTROL	4.0			2				
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.0			2				
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.0			2				
6. SHOWS ENTHUSIASM FOR WORK	4.5		1	1				
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.0			2				
8. DEMONSTRATES PROFESSIONAL GROWTH	3.0				2			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.5			1	1			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.0				6			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.0				2			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.0				2			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.0				2			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.4			4	6			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.5			1	1			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.5			1	1			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.0			2				
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.0				2			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.0				2			
IIB. INSTRUCTIONAL SKILLS	3.3			6	18			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.0				2			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.0				2			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.0			2				
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.5			1	1			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.0				2			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.0				2			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.5			1	1			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.0			2				
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.0				2			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.0				2			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.0				2			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.0				2			
IIC. CLASSROOM MANAGEMENT SKILLS	3.4			7	9			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.5			1	1			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.5			1	1			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.5			1	1			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.0				2			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.5			1	1			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.5			1	1			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.5			1	1			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.5			1	1			
III. STUDENT/TEACHER RELATIONSHIPS	3.5			9	9			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.5			1	1			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.0				2			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.0			2				
4. TREATS STUDENTS IMPARTIALLY	4.0			2				
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.0			2				
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.0			2				
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.0				2			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.0				2			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.0				2			

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COMPETENCIES BY RANK ORDER
FOR TEACHERS OF ART                                    (SR HI)            MEAN
IN 1981-82 (NUMBER OF TEACHERS RATED = 002)                              RATING
                                                                         ------
  IA6. SHOWS ENTHUSIASM FOR WORK                                          4.50
 III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST            4.00
 III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS              4.00
 III4. TREATS STUDENTS IMPARTIALLY                                        4.00
 III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                       4.00
 IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING            4.00
 IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES              4.00
 IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT               4.00
  IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                              4.00
  IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                            4.00
  IA4. PRESENTS AN EFFECTIVE ROLE MODEL                                   4.00
  IA3. EXHIBITS POISE AND SELF-CONTROL                                    4.00
 III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                           3.50
 IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK            3.50
 IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                       3.50
 IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                          3.50
 IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                        3.50
 IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST                    3.50
 IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS              3.50
 IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG            3.50
 IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU             3.50
 IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT               3.50
 IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS                  3.50
 IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                          3.50
  IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS                3.50
  IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS                 3.50
  IA1. IS PUNCTUAL                                                        3.50
 III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING            3.00
 III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP            3.00
 III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS               3.00
 III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS                3.00
 IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT                   3.00
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS            3.00
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY                     3.00
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG             3.00
 IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                       3.00
 IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM             3.00
 IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT                    3.00
 IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES               3.00
 IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                        3.00
 IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM             3.00
 IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION             3.00
  IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                             3.00
  IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE              3.00
  IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                          3.00
  IA8. DEMONSTRATES PROFESSIONAL GROWTH                                   3.00
```

District Priorities

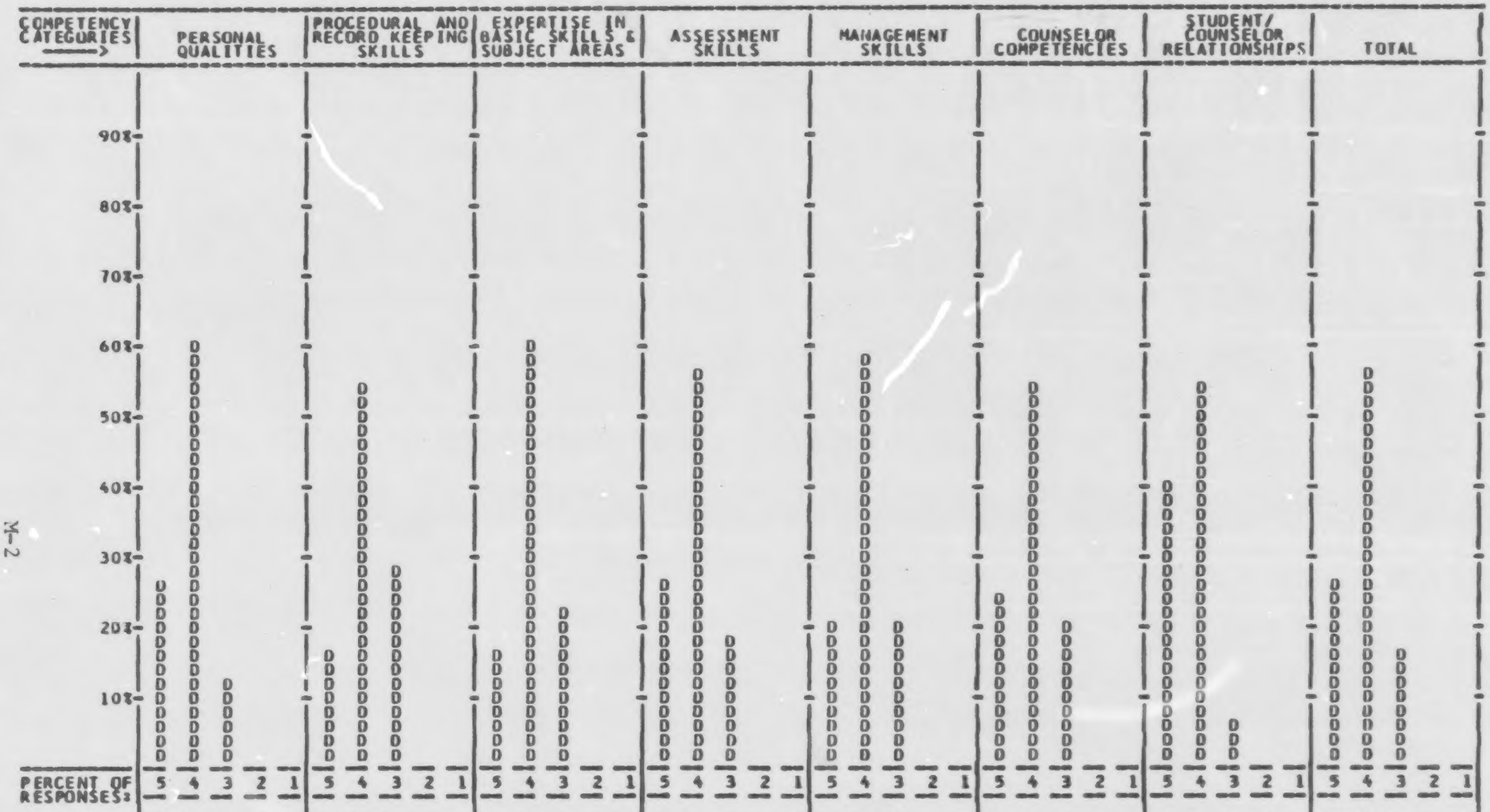
Appendix M

EVALUATION SUMMARIES: ALL COUNSELORS

81.71

1981-82 SUMMARY OF EVALUATIONS FOR ALL COUNSELORS (JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES.
"D" INDICATES DISTRICTWIDE FIGURES FOR ALL COUNSELORS.



COMPETENCY CATEGORIES	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS & SUBJECT AREAS					ASSESSMENT SKILLS					MANAGEMENT SKILLS					COUNSELOR COMPETENCIES					STUDENT/ COUNSELOR RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	26	60	13	0	0	17	54	29	0	0	17	60	23	0	0	26	56	18	0	0	21	59	20	0	0	25	54	21	0	0	40	54	6	0	0	26	57	17	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF COUNSELORS RATED = 035

SUMMARY OF COUNSELOR EVALUATION RATINGS
FOR ALL COUNSELORS IN 1981-82
(NUMBER OF COUNSELORS RATED = 035)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.1	1	110	253	56			
1. IS PUNCTUAL	3.7		5	16	14			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.9		7	17	11			
3. EXHIBITS POISE AND SELF-CONTROL	4.3		10	24	1			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.3		12	20	3			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.3		10	24	1			
6. USES GOOD JUDGEMENT	4.1		7	26	2			
7. DEMONSTRATES A SENSE OF HUMOR	4.1		7	23	5			
8. SHOWS ENTHUSIASM FOR WORK	4.3		13	18	4			
9. SHOWS INITIATIVE AND IMAGINATION	4.1		9	21	5			
10. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.4		14	20	1			
11. DEMONSTRATES PROFESSIONAL GROWTH	4.1	1	9	18	7			
12. WORKS EFFECTIVELY W/ADMIN, TEACHERS, AND SUPPORT PERSONS	4.1		7	26	2			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.9		12	37	20			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.9		6	21	8			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.8		6	16	12			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.9	1	28	102	39			5
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.0		6	23	6			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.6	1	1	14	14			5
3. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.0		6	23	6			
4. HAS KNOWLEDGE AND BROAD BACKGROUND IN COUNSELING	4.1		9	20	6			
5. KEEPS INFORMED AND UP-TO-DATE ON COUNSELING THEORY/PROCS	4.0		6	22	7			
IIB. ASSESSMENT SKILLS	4.1	3	41	90	29			11
1. DIAGNOSES INDIVIDUAL AND GROUP DIFFICULTIES/PROBLEMS	4.0		4	26	4			1
2. COORDINATES/ADMINISTERS STANDARDIZED TESTS PROPERLY	4.2	1	10	18	3			3
3. INTERPRETS TEST AND EVALUATION DATA ACCURATELY	4.0	1	8	16	8			2
4. REPORTS TEST AND EVALUATION DATA COMPETENTLY	4.0	1	8	15	9			2
5. PLANS A GUIDANCE PROGRAM BASED ON SCHOOL NEEDS	4.2		11	15	5			3
IIC. MANAGEMENT SKILLS	4.0	4	14	39	13			
1. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.8	2	2	23	8			
2. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.2	2	12	16	5			
IID. COUNSELOR COMPETENCIES	4.0	6	93	201	80			40
1. COMMUNICATES ACCURATE PICTURE OF AVAILABLE COUNSELING	3.9	1	7	18	9			
2. PROVIDES EFFECTIVE PERSONAL COUNSELING TO INDIV STUDENTS	4.2		10	21	3			1
3. PROVIDES EFFECTIVE PERSONAL COUNSELING TO GROUPS	3.9		8	17	10			
4. CONDUCTS AN EFFECTIVE GUIDANCE PROGRAM	4.1		9	18	7			1
5. PROVIDES ACCURATE INFO IN THE ACADEMIC ADVISING PROCESS	4.3	1	8	17	1			8
6. PROVIDES ACCURATE INFO TO STUDENTS ABOUT COURSES	4.2		7	22	1			5
7. PROVIDES ACCURATE INFO ON JOB OPPORTUNITIES/PLACEMENT	4.0	2	8	9	9			7
8. PROVIDES ACCURATE INFO ON VOC TRAINING OPPORTUNITIES	3.9	2	4	12	6			11
9. CONSULTS W/ADMIN, TEACHERS, STUDENTS TO SOLVE PROBLEMS	4.1		8	20	5			2
10. AIDS UNDERSTAND AND KNOWLEDGE OF STUDENTS ABILITIES	4.0		9	14	10			2
11. WORKS W/STUDENTS, PARENTS ON REFERRAL FOR PRO COUNSELING	4.0		8	15	9			3
12. UTILIZES SCHOOL AND COMMUNITY RESOURCES AS REFERRALS	3.9		7	18	10			
III. STUDENT/COUNSELOR RELATIONSHIPS	4.3		81	110	13			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.3		14	17	3			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.3		12	19	3			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.3		13	19	2			
4. IS ADAPTABLE IN DEALING W/INDIV AND CULTURAL DIFFERENCES	4.3		12	19	3			
5. RESPECTS STUDENTS RIGHTS, ENCOURAGES THEIR SENSE OF RESP	4.4		14	19	1			
[illegible]. C[illegible]NICA[illegible] W/ST[illegible]TS [illegible], S[illegible]THET[illegible] W[illegible]ERST	[illegible]		[illegible]	[illegible]	1			

COMPETENCIES BY RANK ORDER
FOR ALL COUNSELORS IN 1981-82
(NUMBER OF COUNSELORS RATED = 0351)

		MEAN RATING
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.44
III5.	RESPECTS STUDENTS RIGHTS,ENCOURAGES THEIR SENSE OF RESP	4.38
IA10.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.37
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.32
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.32
IID5.	PROVIDES ACCURATE INFO IN ACADEMIC ADVISING PROCESS	4.27
III4.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.26
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.26
IA8.	SHOWS ENTHUSIASM FOR WORK	4.26
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	4.26
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	4.26
IA3.	EXHIBITS POISE AND SELF-CONTROL	4.26
IIB2.	COORDINATES/ADMINISTERS STANDARDIZED TESTS PROPERLY	4.23
IID2.	PROVIDES EFFECTIVE PERSONAL COUNSELING TO INDIV STUDENT	4.21
IIC2.	PRACTICES POSTIVE REINFORCEMENT TECHNIQUES	4.21
IID6.	PROVIDES ACCURATE INFO TO STUDENTS ABOUT COURSES	4.20
IIB5.	PLANS A GUIDANCE PROGRAM BASED ON SCHOOL NEEDS	4.19
IA12.	WORKS EFFECTIVELY W/ADMIN, TEACHERS, AND SUPPORT STAFF	4.14
IA6.	USES GOOD JUDGEMENT	4.14
IA9.	SHOWS INITIATIVE AND IMAGINATION	4.11
IID9.	CONSULTS W/ADMIN, TEACHERS, STUDENTS TO SOLVE PROBLEMS	4.09
IIA4.	HAS KNOWLEDGE AND BROAD BACKGROUND IN COUNSELING	4.09
IID4.	CONDUCTS AN EFFECTIVE GUIDANCE PROGRAM	4.06
IA11.	DEMONSTRATES PROFESSIONAL GROWTH	4.06
IA7.	DEMONSTRATES A SENSE OF HUMOR	4.06
IIB3.	INTERPRETS TEST AND EVALUATION DATA ACCURATELY	4.00
IIB1.	DIAGNOSES INDIVIDUAL AND GROUP DIFFICULTIES/PROBLEMS	4.00
IIA3.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.00
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.00
IID11.	WORKS W/STUDENTS, PARENTS ON REFERRAL FOR PRO COUNSELNG	3.97
IID10.	AIDES IN UNDERSTAND AND KNOWLEDGE OF STUDENTS ABILITIES	3.97
IIB4.	REPORTS TEST AND EVALUATION DATA COMPETENTLY	3.97
IIA5.	KEEPS INFORMED/UP-TO-DATE ON COUNSELING THEORY/PROCS	3.97
IID7.	PROVIDES ACCURATE INFO ON JOB OPPORTUNITIES & PLACEMENT	3.96
IID3.	PROVIDES EFFECTIVE PERSONAL COUNSELING TO STUDENT GROUP	3.94
IID1.	COMMUNICATES ACCURATE PICTURE OF AVAILABLE COUNSELING	3.94
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.94
IID12.	UTILIZES SCHOOL AND COMMUNITY RESOURCES AS REFERRALS	3.91
IID8.	PROVIDES ACCURATE INFO ON VOC TRAINING OPPORTUNITIES	3.91
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.89
IIC1.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.82
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.82
IA1.	IS PUNCTUAL	3.74
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.55

District Priorities

Appendix N

EVALUATION SUMMARIES: ALL LIBRARIANS

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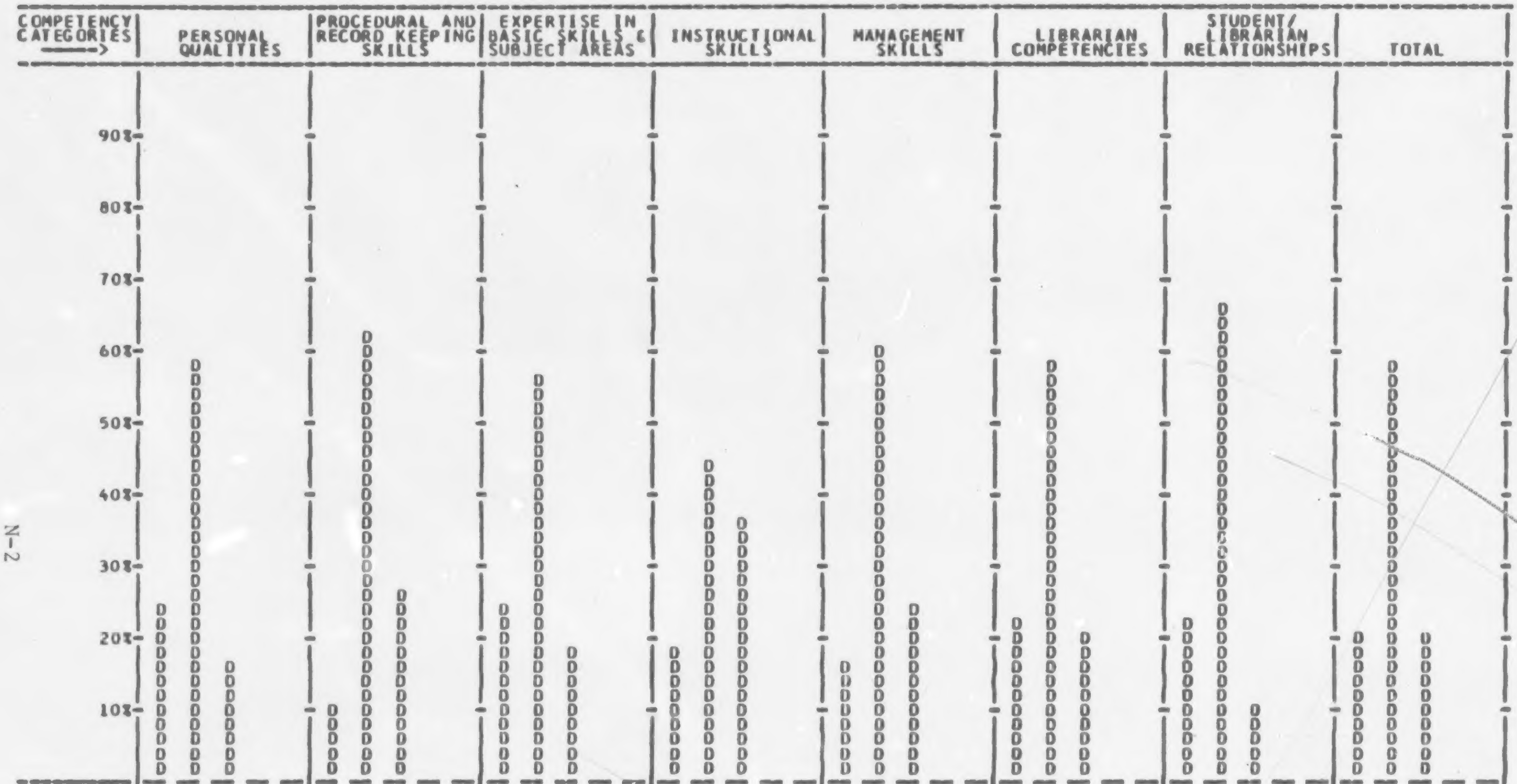
81.71

1981-82 SUMMARY OF EVALUATIONS FOR ALL LIBRARIANS

(JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES.
"D" INDICATES DISTRICTWIDE FIGURES FOR ALL LIBRARIANS.



COMPETENCY CATEGORIES ——>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS & SUBJECT AREAS					INSTRUCTIONAL SKILLS					MANAGEMENT SKILLS					LIBRARIAN COMPETENCIES					STUDENT/ LIBRARIAN RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	24	59	17	0	0	11	62	27	0	0	24	57	19	0	0	18	45	36	0	1	16	60	24	0	0	22	58	20	1	0	22	67	11	0	0	21	59	20	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF LIBRARIANS RATED = 036

SUMMARY OF LIBRARIAN EVALUATION RATINGS
FOR ALL LIBRARIANS IN 1981-82
(NUMBER OF LIBRARIANS RATED = 036)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.1		104	253	71	1		1
1. IS PUNCTUAL	3.8		7	17	11	1		
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.9		5	24	7			
3. EXHIBITS POISE AND SELF-CONTROL	4.0		6	23	7			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.1		10	19	6			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.1		6	26	4			
6. DEMONSTRATES A SENSE OF HUMOR	4.0		7	22	7			
7. SHOWS ENTHUSIASM FOR WORK	4.4		17	17	2			
8. SHOWS INITIATIVE AND IMAGINATION	4.2		12	18	6			
9. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.2		11	22	3			
10. DEMONSTRATES PROFESSIONAL GROWTH	3.9		6	21	8			1
11. MAINTAINS AN APPROPRIATE APPEARANCE	3.9		6	20	10			
12. WORKS EFFECTIVELY W/TEACHERS, STUDENTS, SUPPORT STAFF	4.3		11	24				
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.8	3	10	57	25			13
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.8		4	22	10			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	4.0		6	24	6			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.6	3		11	9			13
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.1		35	82	27			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.3		13	19	4			
2. HAS KNOWLEDGE AND BROAD BACKGROUND IN LIBRARY SCIENCE	4.1		9	21	6			
3. WELL INFORMED OF LATEST DEVELOPMENTS IN CONTENT FIELDS	3.9		7	17	12			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTAND FASHION	4.0		6	25	5			
IIB. INSTRUCTIONAL SKILLS	3.8	9	24	60	48		1	34
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.9	3	3	14	6			9
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.9		5	17	9			4
3. MAKES STANDARDS FOR LEARNING PERFORMANCE CLEAR	3.8		7	12	12			5
4. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.9	2	7	11	10			5
5. PREPARES APPRO TESTS AND EVAL ACTIVITIES OF STU LEARNNG	3.4	4	2	6	11		1	11
IIC. MANAGEMENT SKILLS	3.9		27	99	40			12
1. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.9		9	15	11			1
2. ATTENDS TO CONDITION AND APPEARANCE OF LIB MEDIA CENTER	4.0		7	19	6			2
3. USES BEHAVIOR MANAGEMENT TECHNIQUES TO MINIMIZE PROBLEMS	3.9		5	21	7			3
4. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.9		3	24	7			2
5. MAINTAINS A RESONABLE NOISE LEVEL	3.8		3	20	9			4
IID. LIBRARIAN COMPETENCIES	4.0		87	231	79	3		27
1. SELECTS APPROPRIATE BOOKS AND MATERIALS	4.1		7	25	3			1
2. MAINTAINS LIBRARY RESOURCES	3.9		4	25	6			
3. ORGANIZES LIBRARY RESOURCES FOR READY ACCESS	4.4		14	19	1			1
4. ASSISTS IN USE OF LIBRARY, EQUIPMENT, SERVICES	4.1		9	21	4			2
5. MAKES OUTSIDE MATERIALS AVAILABLE TO STAFF	3.8		4	19	11			2
6. AQUAINTS STAFF WITH MATERIALS AND RESOURCES	3.9		7	18	10			1
7. FOLLOWS AISD GUIDE TO LIBRARY AND MEDIA SERVICES	4.0		5	24	6			1
8. USES PARENTS AND VOLS IN PROVIDING LIBRARY SERVICES	3.9		4	18	7			7
9. MAINTAINS HIGH RATE OF RETURN OF MATERIALS	3.9		6	20	6	1		3
10. ARRANGES EXHIBITS BASED ON CLASS AND SCHOOL THEMES	3.8		3	19	9	1		3
11. ENCOURAGES USE OF LIBRARY RESOURCES THRU DISPLAYS	3.9		10	11	10	1		3
12. USES FLEXIBLE SCHEDULING TO MEET NEEDS OF STUDENTS/STAFF	4.3		14	12	6			3

SUMMARY OF LIBRARIAN EVALUATION RATINGS
FOR ALL LIBRARIANS IN 1981-82
(NUMBER OF LIBRARIANS RATED = 036)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
III. STUDENT/LIBRARIAN RELATIONSHIPS	4.1		63	192	33			36
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.1		7	20	5			4
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.1		7	21	4			4
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.1		7	22	3			4
4. TREATS STUDENTS IMPARTIALLY	4.1		7	20	5			4
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.0		5	23	4			4
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.2		8	23	1			4
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.0		6	19	7			4
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.2		7	23	2			4
9. ESTABLISHES A WARM RELATIONSHIP WITH STUDENTS	4.2		9	21	2			4

81.71

COMPETENCIES BY RANK ORDER
FOR ALL LIBRARIANS IN 1981-82
(NUMBER OF LIBRARIANS RATED = 036)

		MEAN RATING
IA7.	SHOWS ENTHUSIASM FOR WORK	4.42
IID3.	ORGANIZES LIBRARY RESOURCES FOR READY ACCESS	4.38
IA12.	WORKS EFFECTIVELY W/TEACHERS, STUDENTS, SUPPORT PERSONS	4.31
IID12.	USES FLEXIBLE SCHEDULING TO MEET NEEDS OF STUDENTS/STAF	4.25
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.25
III9.	ESTABLISHES A WARM RELATIONSHIP WITH STUDENTS	4.22
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.22
IA9.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.22
IA8.	SHOWS INITIATIVE AND IMAGINATION	4.17
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	4.16
IID4.	ASSISTS IN USE OF LIBRARY, EQUIPMENT, SERVICES	4.15
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.13
IID1.	SELECTS APPROPRIATE BOOKS AND MATERIALS	4.11
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	4.11
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.09
IIA2.	HAS KNOWLEDGE AND A BROAD BACKGROUND IN LIBRARY SCIENCE	4.08
III4.	TREATS STUDENTS IMPARTIALLY	4.06
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.06
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	4.06
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.03
IIC2.	ATTENDS TO CONDITION AND APPEARANCE OF LIB MEDIA CENTER	4.03
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTAND FASHION	4.03
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	4.00
IA6.	DEMONSTRATES A SENSE OF HUMOR	4.00
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.97
IID7.	FOLLOWS AISD GUIDE TO LIBRARY AND MEDIA SERVICES	3.97
IA3.	EXHIBITS POISE AND SELF-CONTROL	3.97
IID11.	ENCOURAGES USE OF LIBRARY RESOURCES THRU DISPLAYS	3.94
IID9.	MAINTAINS HIGH RATE OF RETURN OF MATERIALS	3.94
IID2.	MAINTAINS LIBRARY RESOURCES	3.94
IIC3.	USES BEHAVIOR MANAGEMENT TECHNIQUES TO MIN PROBLEMS	3.94
IIC1.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.94
IA10.	DEMONSTRATES PROFESSIONAL GROWTH	3.94
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.94
IID6.	AQUAINTS STAFF W/MATERIALS AND RESOURCES	3.91
IID8.	USES PARENTS AND VOLS IN PROVIDING LIBRARY SERVICES	3.90
IIB4.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.89
IA11.	MAINTAINS AN APPROPRIATE APPEARANCE	3.89
IIC4.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.88
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.87
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.87
IIA3.	WELL INFORMED OF LATEST DEVELOPMENTS IN CONTENT FIELDS	3.86
IIB3.	MAKES STANDARDS FOR LEARNING PERFORMANCE CLEAR	3.84
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.83
IA1.	IS PUNCTUAL	3.83
IIC5.	MAINTAINS A REASONABLE NOISE LEVEL	3.81
IID5.	MAKES OUTSIDE MATERIALS AVAILABLE TO STAFF	3.79
IID10.	ARRANGES EXHIBITS BASED ON CLASS AND SCHOOL THEMES	3.75
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.55
IIB5.	PREPARES APPRO TESTS AND EVAL ACTIVITIES OF STU LEARNNG	3.40

81.71

District Priorities

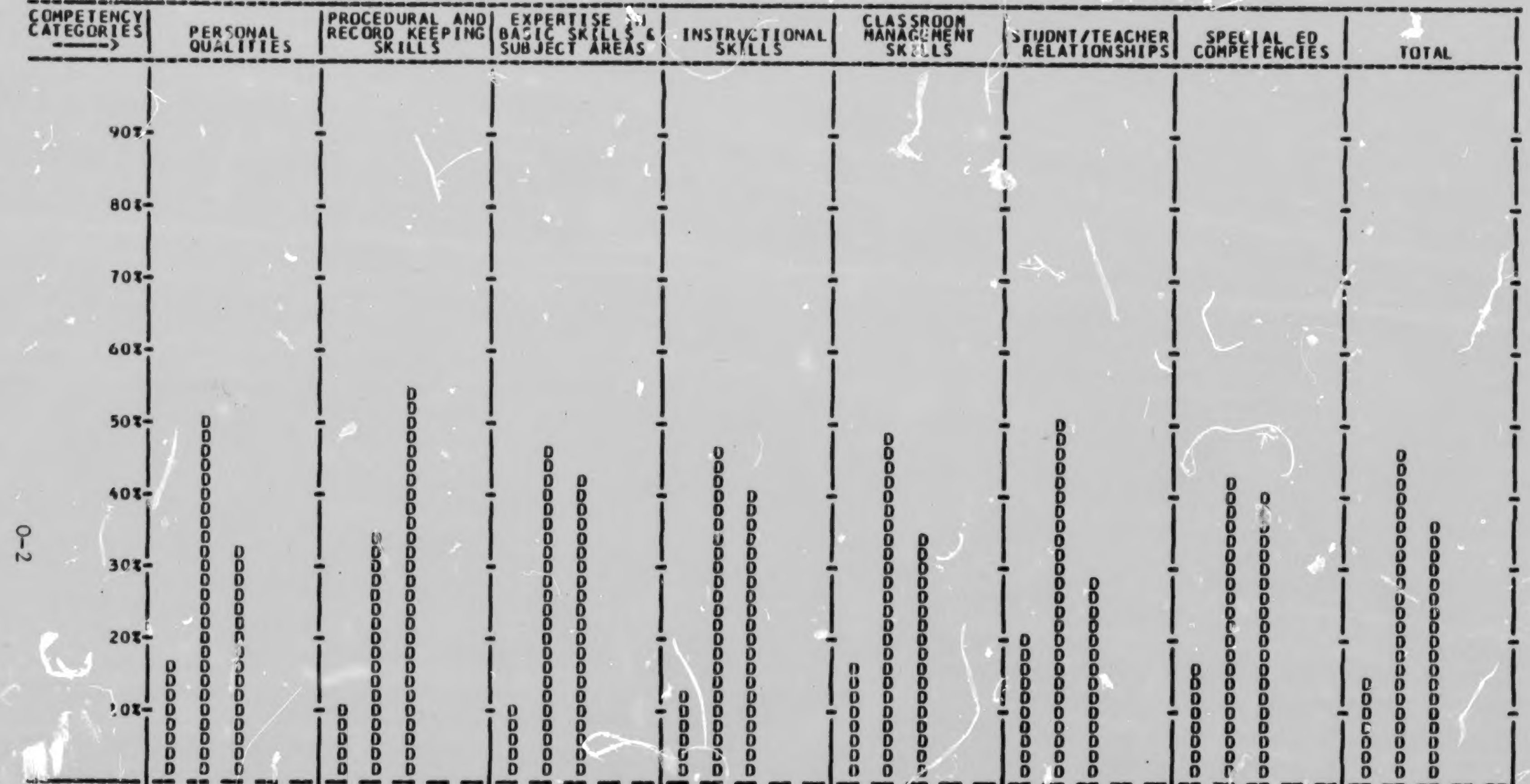
Appendix O

EVALUATION SUMMARIES: ALL SPECIAL EDUCATION TEACHERS (TOTAL POPULATION)

281

1981-82 SUMMARY OF SPECIAL ED EVALUATIONS FOR ALL SPECIAL ED TEACHERS (JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES.
"D" INDICATES DISTRICTWIDE FIGURES FOR ALL SPECIAL ED TEACHERS.



COMPETENCY CATEGORIES	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS & SUBJECT AREAS					INSTRUCTIONAL SKILLS				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	16	51	32	1	0	10	35	54	1	0	10	46	43	0	0	12	47	41	0	0

COMPETENCY CATEGORIES	CLASSROOM MANAGEMENT SKILLS					STUDNT/TEACHER RELATIONSHIPS					SPECIAL ED COMPETENCIES					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	16	49	35	0	0	21	51	28	0	0	16	43	40	0	0	15	47	37	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

* THESE DATA INCLUDE ALL AISD SPECIAL EDUCATION PERSONNEL WHO WERE EVALUATED WITH THE SPECIAL EDUCATION TEACHER EVALUATION FORM. N = 280.

81.71

SUMMARY OF SPECIAL ED TEACHER EVALUATION RATINGS
FOR ALL SPECIAL EDUCATION TEACHERS IN 1981-82
(NUMBER OF TEACHERS RATED = 280)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.8	2	406	1279	807	18	1	
1. IS PUNCTUAL	3.6	1	36	102	135	5	1	
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.7		28	128	123			
3. EXHIBITS POISE AND SELF-CONTROL	3.9		46	157	75	1		
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.9		48	151	80	1		
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.8		38	147	94	1		
6. SHOWS ENTHUSIASM FOR WORK	4.0		65	141	72	1		
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.0		58	161	59	2		
8. DEMONSTRATES PROFESSIONAL GROWTH	3.7	1	40	130	105	3		
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.9		[illegible]	162	64	4		
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.5		86	291	456	6		1
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.5		26	80	171	3		
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.6		31	99	149	1		
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.6		29	112	136	2		1
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.7	4	137	611	575	2		65
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.6		23	126	129	1		
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.5	4	16	84	141			32
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.8		44	146	90			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.8		35	161	83	1		
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.5		19	94	132			33
IIB. INSTRUCTIONAL SKILLS	3.7	29	384	1517	1325	11		90
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.8		45	144	88			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.9		54	148	76	1		1
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.7	1	32	137	105	2		2
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.6	1	20	133	113	1		12
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.6	6	21	112	127	1		13
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.8	3	37	137	102	1		
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.9		45	162	62	1		10
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.7	2	31	121	114	3		9
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.6	3	16	115	130			16
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.5	4	18	108	[illegible]			6
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.6	2	27	111	140			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.7	7	38	89	124	1		21
IIC. CLASSROOM MANAGEMENT SKILLS	3.8	4	352	1047	753	6		70
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.9		57	141	73	3		6
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.7		36	131	110			2
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.7		39	126	111			4
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.5		17	118	145			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.2		81	160	37	1		
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.9	1	53	143	78	1		1
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.9	1	50	135	75			19
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.5	2	19	93	124	1		30

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SUMMARY OF SPECIAL ED TEACHER EVALUATION RATINGS
FOR ALL SPECIAL EDUCATION TEACHERS IN 1981-82
(NUMBER OF TEACHERS RATED = 280)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
III. STUDENT/TEACHER RELATIONSHIPS	3.9	3	517	1265	700	5		28
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.0		65	154	61			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.9		53	148	78	1		
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.9		55	150	71	3		
4. TREATS STUDENTS IMPARTIALLY	3.8		45	142	92	1		
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.9		64	131	85			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.0		68	149	63			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.9	1	55	139	85			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.9		52	140	87			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.9	2	60	112	78			28
IV. SPECIAL EDUCATION COMPETENCIES	3.8	18	356	943	887	6		27
1. ENSURES THAT ALL STUDENTS HAVE INDIV. EDUCATIONAL PLANS	3.8		52	123	104	1		
2. FLLWS FORMAL/INFORMAL DIAGN PROCEDURES IN ASSESSING STU	3.8		48	128	103			1
3. EVALUATES AND UPDATES INDIV STU PLANS REGULARLY	3.6		36	108	135	1		
4. INSTRUCTS STU ACCORDING TO INDIV EDUCATIONAL PLAN	3.7		37	127	114	1		1
5. FAMILIARITY WITH AND UTILIZATION OF LOCAL RESOURCES	3.5	6	27	80	163	3		1
6. CONDUCTS PARENT CONFERENCES EFFECTIVELY	3.8	10	45	112	91			22
7. COORDINATES SPECIAL ED ACTIVITIES WITH TEACHERS/STAFF	3.8	1	48	131	97			2
8. PARTICIPATES ACTIVELY/EFFECTIVELY IN EACH STU REVIEW	3.9	1	65	134	80			

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COMPETENCIES BY RANK ORDER
FOR ALL SPECIAL EDUCATION TEACHERS IN 1981-82
(NUMBER OF TEACHERS RATED = 280)

		MEAN RATING
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.15
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.02
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.01
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.98
IA6.	SHOWS ENTHUSIASM FOR WORK	3.97
IV8.	PARTICIPATES ACTIVELY/EFFECTIVELY IN EACH STU REVIEW	3.95
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.93
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.93
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.93
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.92
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.92
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.91
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	3.91
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.90
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.90
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.90
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.89
IA3.	EXHIBITS POISE AND SELF-CONTROL	3.89
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	3.88
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	3.87
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.84
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.84
III4.	TREATS STUDENTS IMPARTIALLY	3.83
IV7.	COORDINATES SPECIAL ED ACTIVITIES WITH TEACHERS/STAFF	3.82
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.82
IV6.	CONDUCTS PARENT CONFERENCES EFFECTIVELY	3.81
IV1.	ENSURES ALL STUDENTS HAVE INDIVIDUAL EDUCATIONAL PLANS	3.81
IV2.	FLLWS FORMAL/INFORMAL DIAGN PROCEDURES IN ASSESSING STU	3.80
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	3.79
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.76
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.74
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	3.74
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.73
IV4.	INSTURCTS STU ACCORDING TO INDIV EDUCATIONAL PLAN	3.72
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.72
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.67
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.66
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.65
IV3.	EVALUATES AND UPDATES INDIV STU PLANS REGULARLY	3.64
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.64
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.61
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.60
IA1.	IS PUNCTUAL	3.60
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.59
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.58
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.57
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.56
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.55
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.54
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.54
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.53
IV5.	FAMILIARITY WITH/UTILIZATION OF LOCAL RESOURCES	3.48
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.48
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.46

District Priorities

Appendix P

EVALUATION SUMMARIES: SPECIAL EDUCATION - ELEMENTARY CAMPUSES

1981-82 SUMMARY OF SPECIAL ED EVALUATIONS FOR ALL ELEMENTARY SCHOOLS* (JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL SPECIAL ED TEACHERS; "S" SHOWS ELEMENTARY ONLY.

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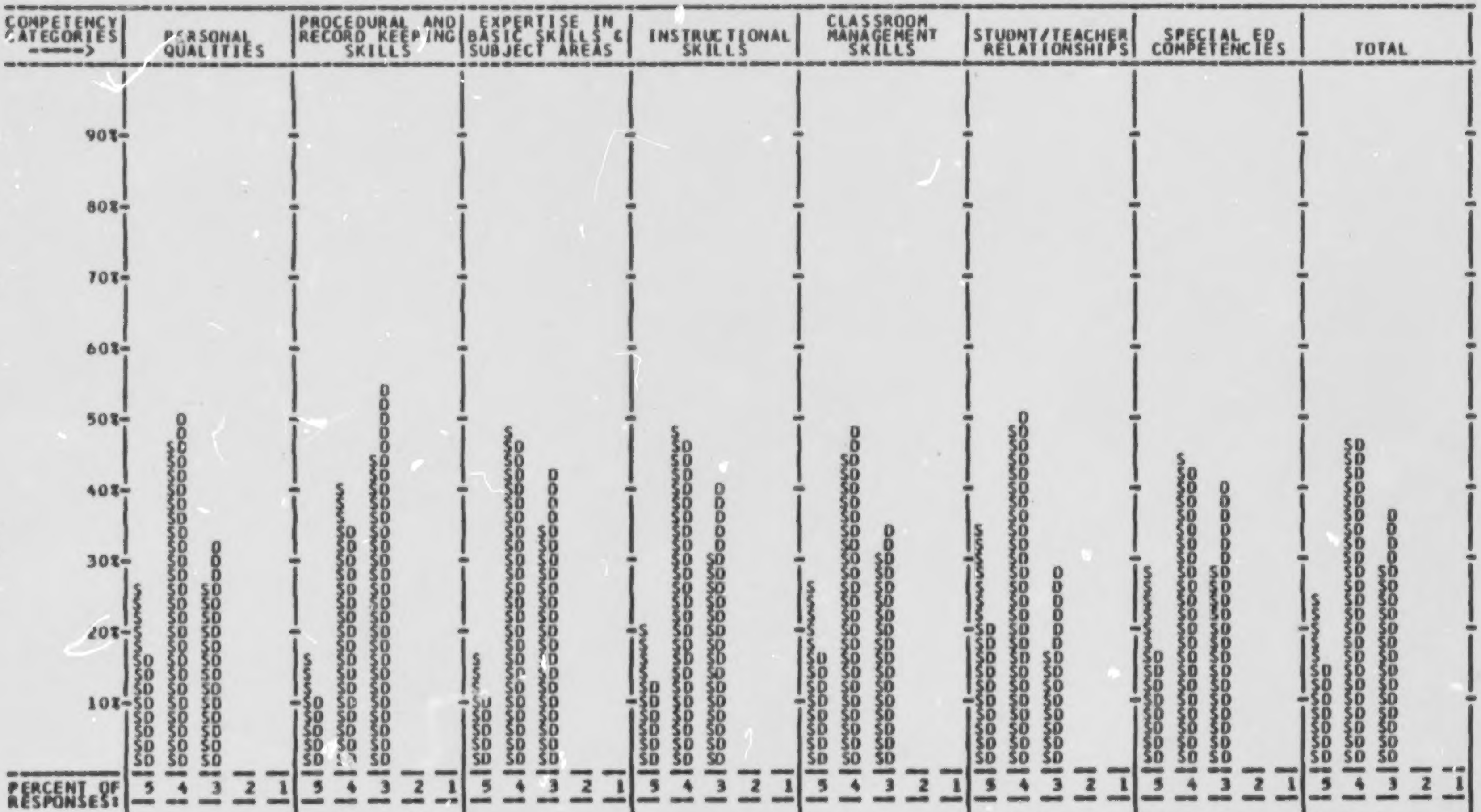

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COMPETENCY CATEGORIES ---->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS & SUBJECT AREAS					INSTRUCTIONAL SKILLS				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	16	51	32	1	0	10	35	54	1	0	10	46	43	0	0	12	47	41	0	0
SCHOOL:	26	47	27	0	0	16	40	44	0	0	16	49	35	0	0	21	48	31	0	0

COMPETENCY CATEGORIES ---->	CLASSROOM MANAGEMENT SKILLS					STUDNT/TEACHER RELATIONSHIPS					SPECIAL ED COMPETENCIES					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	16	49	35	0	0	21	51	28	0	0	16	43	40	0	0	15	47	37	0	0
SCHOOL:	26	44	30	0	0	35	48	17	0	0	28	44	28	0	0	25	46	29	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS: TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

* THESE DATA INCLUDE ALL PERSONNEL EVALUATED WITH A SPECIAL EDUCATION TEACHER EVALUATION FORM WHO HAVE JOB CODES BEGINNING WITH 45. N = 108

SUMMARY OF SPECIAL ED TEACHER EVALUATION RATINGS
FOR ALL ELEMENTARY CAMPUSES IN 1981-82
(NUMBER OF TEACHERS RATED = 108)

81.71

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA._PERSONAL_QUALITIES	4.0		249	457	265	1		
1. IS PUNCTUAL	3.8		23	39	46			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.8		15	57	36			
3. EXHIBITS POISE AND SELF-CONTROL	4.1		34	54	20			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.1		32	53	23			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.0		25	53	30			
6. SHOWS ENTHUSIASM FOR WORK	4.1		37	45	26			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.1		35	51	21	1		
8. DEMONSTRATES PROFESSIONAL GROWTH	3.8		19	49	40			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.1		29	56	23			
IB._PROCEDURAL_AND_RECORDKEEPING_SKILLS	3.7		53	128	143			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.7		17	40	51			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.7		18	42	48			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.8		18	46	44			
IIA._EXPERTISE_IN_BASIC_SKILLS_AND_SUBJECT_AREAS	3.8	1	83	253	182			20
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.8		15	57	36			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.7	1	10	50	37			10
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.9		22	52	34			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.9		22	57	29			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.7		14	37	46			10
IIB._INSTRUCTIONAL_SKILLS	3.9	4	269	611	404			7
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.1		36	47	25			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.2		38	49	21			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.9		22	55	30			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.8		14	59	35			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.8		15	54	39			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.0		29	50	29			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.1		30	57	21			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.8		18	51	39			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.7		9	54	44			1
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.7	1	12	47	43			5
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.8	1	19	50	38			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.9	2	27	38	40			1
IIC._CLASSROOM_MANAGEMENT_SKILLS	4.0	1	224	376	253			9
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.1		38	42	28			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.9		23	50	34			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.9		23	48	37			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.6		12	44	52			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.4		49	52	7			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.0		30	52	26			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.1		34	48	26			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.7	1	15	40	43			9

SUMMARY OF SPECIAL ED TEACHER EVALUATION RATINGS
FOR ALL ELEMENTARY CAMPUSES IN 1981-1982
(NUMBER OF TEACHERS RATED = 108)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
III. STUDENT/TEACHER RELATIONSHIPS	4.2		335	465	162			9
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.4		44	60	4			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.2		36	61	11			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.2		37	51	19			
4. TREATS STUDENTS IMPARTIALLY	4.1		33	56	19			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.1		36	49	23			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.3		46	46	16			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.2		38	50	20			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.2		37	54	17			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.9		28	38	33			9
IV. SPECIAL EDUCATION COMPETENCIES	4.0	9	242	373	240			
1. ENSURES THAT ALL STUDENTS HAVE INDIV. EDUCATIONAL PLANS	4.0		31	47	30			
2. FLLWS FORMAL/INFORMAL DIAGN PROCEDURES IN ASSESSING STU	4.0		29	54	25			
3. EVALUATES AND UPDATES INDIV STU PLANS REGULARLY	3.9		27	42	39			
4. INSTRUCTS STU ACCORDING TO INDIV EDUCATIONAL PLAN	4.0		27	50	31			
5. FAMILIARITY WITH AND UTILIZATION OF LOCAL RESOURCES	3.7	3	19	39	47			
6. CONDUCTS PARENT CONFERENCES EFFECTIVELY	4.1	4	32	49	23			
7. COORDINATES SPECIAL ED ACTIVITIES WITH TEACHERS/STAFF	4.1	1	34	46	27			
8. PARTICIPATES ACTIVELY/EFFECTIVELY IN EACH STU REVIEW	4.2	1	43	46	18			

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COMPETENCIES BY RANK ORDER FOR ALL SPECIAL EDUCATION
TEACHERS AT ELEMENTARY CAMPUSES IN 1981-82                      MEAN
(NUMBER OF TEACHERS RATED = 108)                               RATING
                                                               ------
 IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES               4.39
 III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                  4.37
 III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST   4.28
  IV8. PARTICIPATES ACTIVELY/EFFECTIVELY IN EACH STU REVIEW      4.23
 III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS       4.23
 III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP   4.19
 III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS      4.17
 III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS              4.17
 IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES      4.16
 III4. TREATS STUDENTS IMPARTIALLY                               4.13
  IA3. EXHIBITS POISE AND SELF-CONTROL                           4.13
 III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS     4.12
  IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                     4.11
 IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES               4.10
  IA5. SHOWS ENTHUSIASM FOR WORK                                 4.10
  IV6. CONDUCTS PARENT CONFERENCES EFFECTIVELY                   4.09
 IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG   4.09
 IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU    4.08
  IA4. PRESENTS AN EFFECTIVE ROLE MODEL                          4.08
  IV7. COORDINATES SPECIAL ED ACTIVITIES WITH TEACHERS/STAFF     4.07
 IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES              4.07
  IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS       4.06
  IV2. FLLWS FORMAL/INFORMAL DIAGN PROCEDURES IN ASSESSING STU   4.04
 IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                 4.04
  IV1. ENSURES ALL STUDENTS HAVE INDIVIDUAL EDUCATIONAL PLANS    4.01
 IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM    4.00
  IV4. INSTURCTS STU ACCORDING TO INDIV EDUCATIONAL PLAN         3.96
 III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING   3.95
  IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                   3.95
 IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION    3.94
 IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES     3.93
 IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS     3.90
  IV3. EVALUATES AND UPDATES INDIV STU PLANS REGULARLY           3.89
 IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT      3.89
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS   3.88
 IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST           3.87
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY            3.82
 IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING   3.81
 IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT      3.81
 IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                 3.81
  IA8. DEMONSTRATES PROFESSIONAL GROWTH                          3.81
  IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS        3.81
  IA1. IS PUNCTUAL                                               3.79
 IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT           3.78
  IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                    3.76
  IV5. FAMILIARITY WITH/UTILIZATION OF LOCAL RESOURCES           3.73
 IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS         3.72
  IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE     3.72
 IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK   3.71
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG    3.70
  IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                 3.69
 IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES              3.67
 IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM    3.67
 IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT          3.63
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District Priorities

Appendix Q

EVALUATION SUMMARIES: SPECIAL EDUCATION - ELEMENTARY SPECIAL EDUCATION CAMPUSES

297

1981-82 SUMMARY OF SPECIAL ED EVALUATIONS FOR ELEMENTARY SPECIAL EDUCATION CAMPUSES* (JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICT-WIDE FIGURES FOR ALL SPECIAL ED TEACHERS; "S" SHOW ALL ELEMENTARY SPECIAL ED CAMPUSES.

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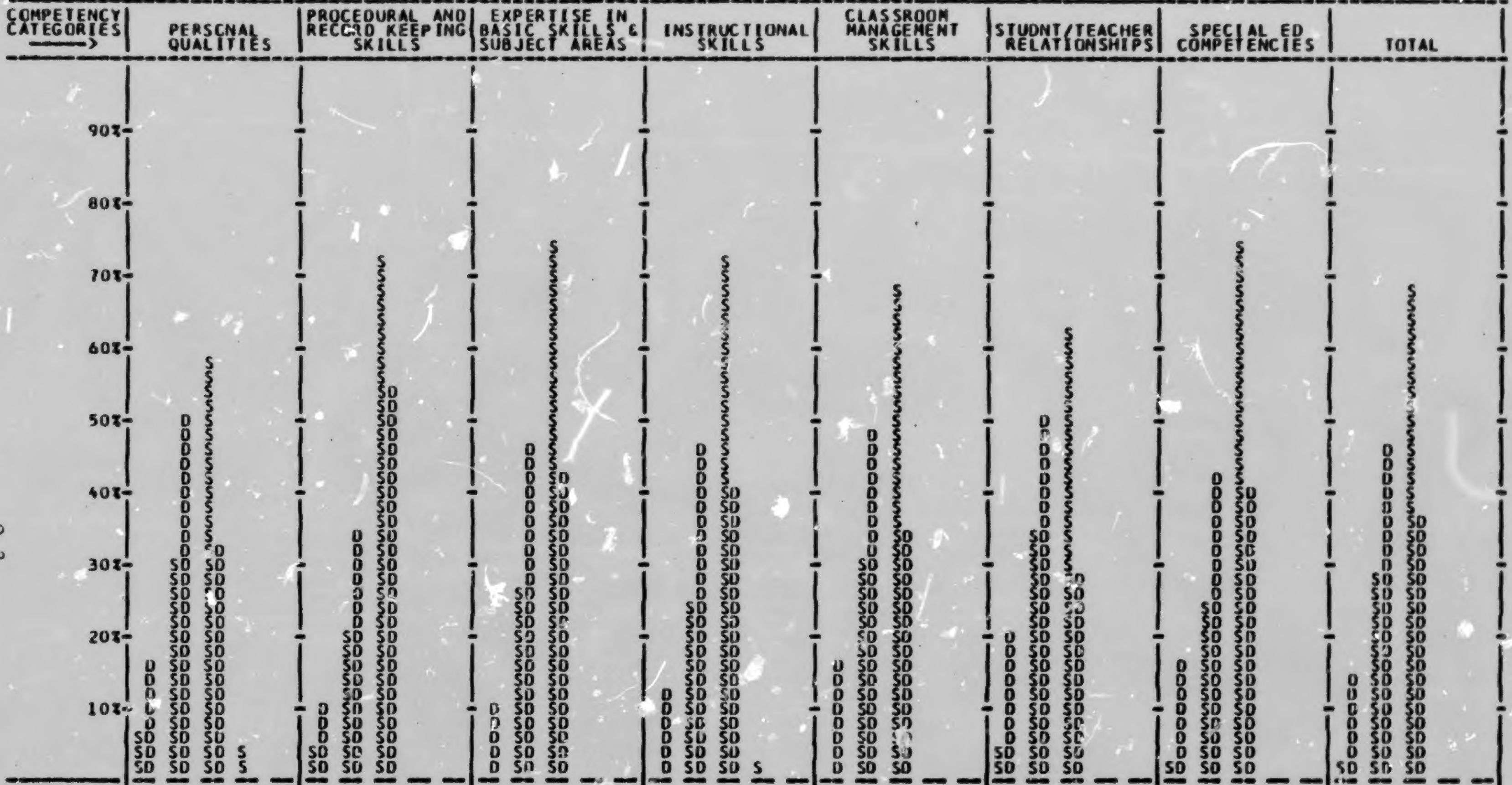

COMPETENCY CATEGORIES ——>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS & SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDNT/TEACHER RELATIONSHIPS					SPECIAL ED COMPETENCIES					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	16	51	32	1	0	10	35	54	1	0	10	46	43	0	0	12	47	41	0	0	16	49	35	0	0	21	51	28	0	0	16	43	40	0	0	15	47	37	0	0
SCHOOL:	6	31	59	4	0	4	21	73	1	0	0	26	74	0	0	1	25	72	2	0	1	31	68	1	0	4	34	63	0	0	2	25	74	0	0	[illegible]	28	68	1	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

* TEACHERS ON ELEMENTARY SPECIAL ED CAMPUSES HAVE JOB CODES BEGINNING WITH 47. N = 025

SUMMARY OF SPECIAL ED TEACHER EVALUATION RATINGS
FOR ALL ELEMENTARY SPECIAL EDUCATION CAMPUSES IN 1981-1982
(NUMBER OF TEACHERS RATED = 025)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.4		14	68	131	8		
1. IS PUNCTUAL	3.2			4	21			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.2		1	3	21			
3. EXHIBITS POISE AND SELF-CONTROL	3.4		2	7	16			
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.5		1	11	12	1		
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.3		1	6	17	1		
6. SHOWS ENTHUSIASM FOR WORK	3.5		3	5	16			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.8		4	12	8	1		
8. DEMONSTRATES PROFESSIONAL GROWTH	3.4		1	10	10	3		
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.4		1	10	10	2		
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.3		3	16	55	1		
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.1			3	21	1		
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.4		2	6	17			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.4		1	7	17			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.3			30	87			5
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.0				25			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.0				18			4
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.4			11	14			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.5			13	12			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.3			6	18			1
IIB. INSTRUCTIONAL SKILLS	3.2		2	75	212	7		3
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.3			8	16			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.4		1	10	13	1		
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.2			6	18	1		
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.1			3	18	1		3
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.0			2	22	1		
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.3			9	15	1		
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.4		1	10	13	1		
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.4			10	14	1		
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.2			5	20			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.2			5	20			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.2			4	21			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.1			3	22			
IIC. CLASSROOM MANAGEMENT SKILLS	3.3		2	55	121	1		15
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.4		1	8	13	1		2
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.4			9	16			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.3		1	5	17			2
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.1			3	22			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.7			16	8			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.3			7	16			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.3			7	15			3
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.0				14			8

SUMMARY OF SPECIAL ED TEACHER EVALUATION RATINGS
FOR ALL ELEMENTARY SPECIAL ED CAMPUSES IN 1981-1982
(NUMBER OF TEACHERS RATED = 025)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
III. STUDENT/TEACHER RELATIONSHIPS	3.4		8	76	141			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.4			11	14			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.2			5	20			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.8		4	12	9			
4. TREATS STUDENTS IMPARTIALLY	3.4		1	7	17			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.5			13	12			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.3			8	17			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.3		1	5	19			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.1			2	23			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.7		2	13	10			
IV. SPECIAL EDUCATION COMPETENCIES	3.3		3	49	148			
1. ENSURES THAT ALL STUDENTS HAVE INDIV. EDUCATIONAL PLANS	3.3		1	5	19			
2. FLLWS FORMAL/INFORMAL DIAGN PROCEDURES IN ASSESSING STU	3.4			10	15			
3. EVALUATES AND UPDATES INDIV STU PLANS REGULARLY	3.2			6	19			
4. INSTRUCTS STU ACCORDING TO INDIV EDUCATIONAL PLAN	3.2			6	19			
5. FAMILIARITY WITH AND UTILIZATION OF LOCAL RESOURCES	3.1			3	22			
6. CONDUCTS PARENT CONFERENCES EFFECTIVELY	3.4		1	9	15			
7. COORDINATES SPECIAL ED ACTIVITIES WITH TEACHERS/STAFF	3.1			3	22			
8. PARTICIPATES ACTIVELY/EFFECTIVELY IN EACH STU REVIEW	3.4		1	7	17			

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COMPETENCIES BY RANK ORDER FOR ALL SPECIAL EDUCATION
TEACHERS AT ELEMENTARY SPECIAL ED CAMPUSES IN 1981-1982
(NUMBER OF TEACHERS RATED = 025)

		MEAN RATING
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.80
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.76
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.68
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.67
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.52
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.52
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	3.48
IA6.	SHOWS ENTHUSIASM FOR WORK	3.46
IV6.	CONDUCTS PARENT CONFERENCES EFFECTIVELY	3.44
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.44
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.44
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.44
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.44
IA3.	EXHIBITS POISE AND SELF-CONTROL	3.44
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	3.43
IV2.	FLLWS FORMAL/INFORMAL DIAGN PROCEDURES IN ASSESSING STU	3.40
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.40
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.39
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	3.38
IV8.	PARTICIPATES ACTIVELY/EFFECTIVELY IN EACH STU REVIEW	3.36
III4.	TREATS STUDENTS IMPARTIALLY	3.36
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.36
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.36
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.36
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.33
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.32
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.32
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.32
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.30
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.30
IV1.	ENSURES ALL STUDENTS HAVE INDIVIDUAL EDUCATIONAL PLANS	3.28
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.28
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	3.28
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.25
IV4.	INSTURCTS STU ACCORDING TO INDIV EDUCATIONAL PLAN	3.24
IV3.	EVALUATES AND UPDATES INDIV STU PLANS REGULARLY	3.24
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.20
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.20
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.20
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.20
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.20
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.16
IA1.	IS PUNCTUAL	3.16
IV7.	COORDINATES SPECIAL ED ACTIVITIES WITH TEACHERS/STAFF	3.12
IV5.	FAMILIARITY WITH/UTILIZATION OF LOCAL RESOURCES	3.12
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.12
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.12
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.09
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	3.08
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.08
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.04
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.00
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.00
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.00

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District Priorities

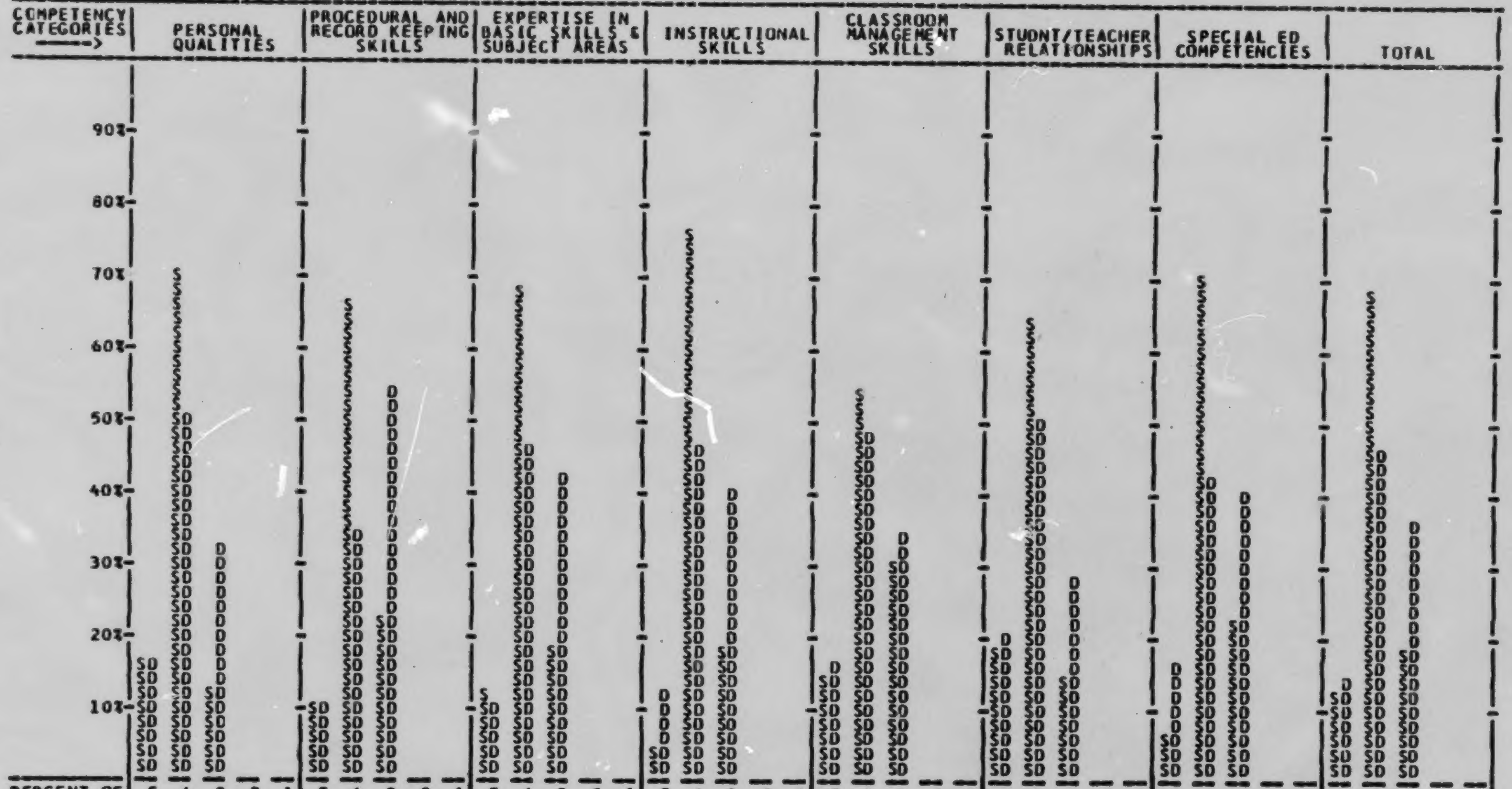
Appendix R

EVALUATION SUMMARIES: SPECIAL EDUCATION - ELEMENTARY SPECIAL EDUCATION ITINERANT

305

1981-82 SUMMARY OF SPECIAL ED EVALUATIONS FOR ELEMENTARY SPECIAL ED ITINERANT TEACHERS* (JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICT-WIDE FIGURES FOR ALL SPECIAL ED TEACHERS; "S" SHOWS ALL ELEMENTARY ITINERANT TEACHERS.



COMPETENCY CATEGORIES ——→	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS & SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					SPECIAL ED COMPETENCIES					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	16	51	32	1	0	10	35	54	1	0	10	46	43	0	0	12	47	41	0	0	16	49	35	0	0	21	51	28	0	0	16	43	40	0	0	15	47	37	0	0
SCHOOL:	17	70	13	0	0	11	67	22	0	0	12	69	19	0	0	5	77	19	0	0	14	54	31	0	0	19	65	15	0	0	7	71	22	0	0	12	69	19	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

* ELEMENTARY SPECIAL EDUCATION ITINERANT TEACHERS HAVING JOB CODES BEGINNING WITH 48. N = 006

SUMMARY OF SPECIAL ED TEACHER EVALUATION RATINGS
FOR ALL ELEMENTARY SPECIAL ED ITINERANT TEACHERS IN 1981-1982
(NUMBER OF TEACHERS RATED = 006)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.0		9	38	7			
1. IS PUNCTUAL	4.0		1	4	1			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.8			5	1			
3. EXHIBITS POISE AND SELF-CONTROL	4.0			6				
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.8			5	1			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.0		1	4	1			
6. SHOWS ENTHUSIASM FOR WORK	4.3		3	2	1			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.0			6				
8. DEMONSTRATES PROFESSIONAL GROWTH	4.3		3	2	1			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.0		1	4	1			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.9		2	12	4			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	4.0		1	4	1			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	4.0		1	4	1			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.7			4	2			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.9		3	18	5			4
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.8			5	1			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.8			3	1			2
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.2		2	3	1			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.0		1	4	1			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.8			3	1			2
IIB. INSTRUCTIONAL SKILLS	3.9	6	3	49	12			2
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.8			5	1			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.8			5	1			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.2		1	5				
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.8			5	1			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.8	2		3	1			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.8	2		3	1			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.0			6				
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.0		1	4	1			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.5			2	2			2
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.8	2		3	1			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	4.0		1	4	1			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.7			4	2			
IIC. CLASSROOM MANAGEMENT SKILLS	3.8		5	19	11			13
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.8		1	1	2			2
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.8		1	1	2			2
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.8			3	1			2
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.8			5	1			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.0		1	4	1			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.0		1	4	1			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.0		1	1	1			3
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.0			2				4

SUMMARY OF SPECIAL ED TEACHER EVALUATION RATINGS
FOR ALL ELEMENTARY SPECIAL ED ITINERANT TEACHERS IN 1981-1982
(NUMBER OF TEACHERS RATED = 006)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
III. STUDENT/TEACHER RELATIONSHIPS	4.0		10	34	8			2
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.0		1	4	1			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.8		1	3	2			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.2		2	3	1			
4. TREATS STUDENTS IMPARTIALLY	4.0		1	4	1			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.0		1	4	1			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.2		1	5				
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.2		1	5				
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.0		1	4	1			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.0		1	2	1			2
IV. SPECIAL EDUCATION COMPETENCIES	3.8	1	3	32	10			2
1. ENSURES THAT ALL STUDENTS HAVE INDIV. EDUCATIONAL PLANS	3.8			5	1			
2. FLLWS FORMAL/INFORMAL DIAGN PROCEDURES IN ASSESSING STU	4.0		1	4	1			
3. EVALUATES AND UPDATES INDIV STU PLANS REGULARLY	3.7			4	2			
4. INSTRUCTS STU ACCORDING TO INDIV EDUCATIONAL PLAN	3.8			5	1			
5. FAMILIARITY WITH AND UTILIZATION OF LOCAL RESOURCES	4.0	1	1	3	1			
6. CONDUCTS PARENT CONFERENCES EFFECTIVELY	3.8			4	1			1
7. COORDINATES SPECIAL ED ACTIVITIES WITH TEACHERS/STAFF	3.8			4	1			1
8. PARTICIPATES ACTIVELY/EFFECTIVELY IN EACH STU REVIEW	3.8		1	3	2			

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COMPETENCIES BY RANK ORDER FOR ALL SPECIAL EDUCATION
ELEMENTARY ITINERANT TEACHERS IN 1981-1982                       MEAN
(NUMBER OF TEACHERS RATED = 006)                                 RATING
                                                                 ------
  IA8. DEMONSTRATES PROFESSIONAL GROWTH                           4.33
  IA6. SHOWS ENTHUSIASM FOR WORK                                  4.33
 IID7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS       4.17
 IID6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST   4.17
 IID3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS               4.17
 IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES      4.17
 IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT       4.17
  IV5. FAMILIARITY WITH/UTILIZATION OF LOCAL RESOURCES            4.00
  IV2. FLLWS FORMAL/INFORMAL DIAGN PROCEDURES IN ASSESSING STU    4.00
 IID9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING    4.00
 IID8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP    4.00
 IID5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS      4.00
 IID4. TREATS STUDENTS IMPARTIALLY                                4.00
 IID1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                   4.00
 IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES               4.00
 IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                  4.00
 IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                4.00
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY             4.00
 IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING    4.00
 IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU     4.00
 IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION     4.00
  IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE      4.00
  IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                  4.00
  IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS        4.00
  IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                      4.00
  IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                    4.00
  IA3. EXHIBITS POISE AND SELF-CONTROL                            4.00
  IA1. IS PUNCTUAL                                                4.00
  IV8. PARTICIPATES ACTIVELY/EFFECTIVELY IN EACH STU REVIEW       3.83
  IV4. INSTURCTS STU ACCORDING TO INDIV EDUCATIONAL PLAN          3.83
  IV1. ENSURES ALL STUDENTS HAVE INDIVIDUAL EDUCATIONAL PLANS     3.83
 IID2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS        3.83
 IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT           3.83
 IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT       3.83
 IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES       3.83
 IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                3.83
 IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                  3.83
  IA4. PRESENTS AN EFFECTIVE ROLE MODEL                           3.83
  IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS         3.83
  IV7. COORDINATES SPECIAL ED ACTIVITIES WITH TEACHERS/STAFF      3.80
  IV6. CONDUCTS PARENT CONFERENCES EFFECTIVELY                    3.80
 IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST            3.75
 IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS      3.75
 IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG    3.75
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG     3.75
 IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM     3.75
 IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT            3.75
 IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM     3.75
 IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS          3.75
  IV3. EVALUATES AND UPDATES INDIV STU PLANS REGULARLY            3.67
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS    3.67
  IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                     3.67
 IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES               3.50
 IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK    3.00
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District Priorities

Appendix S

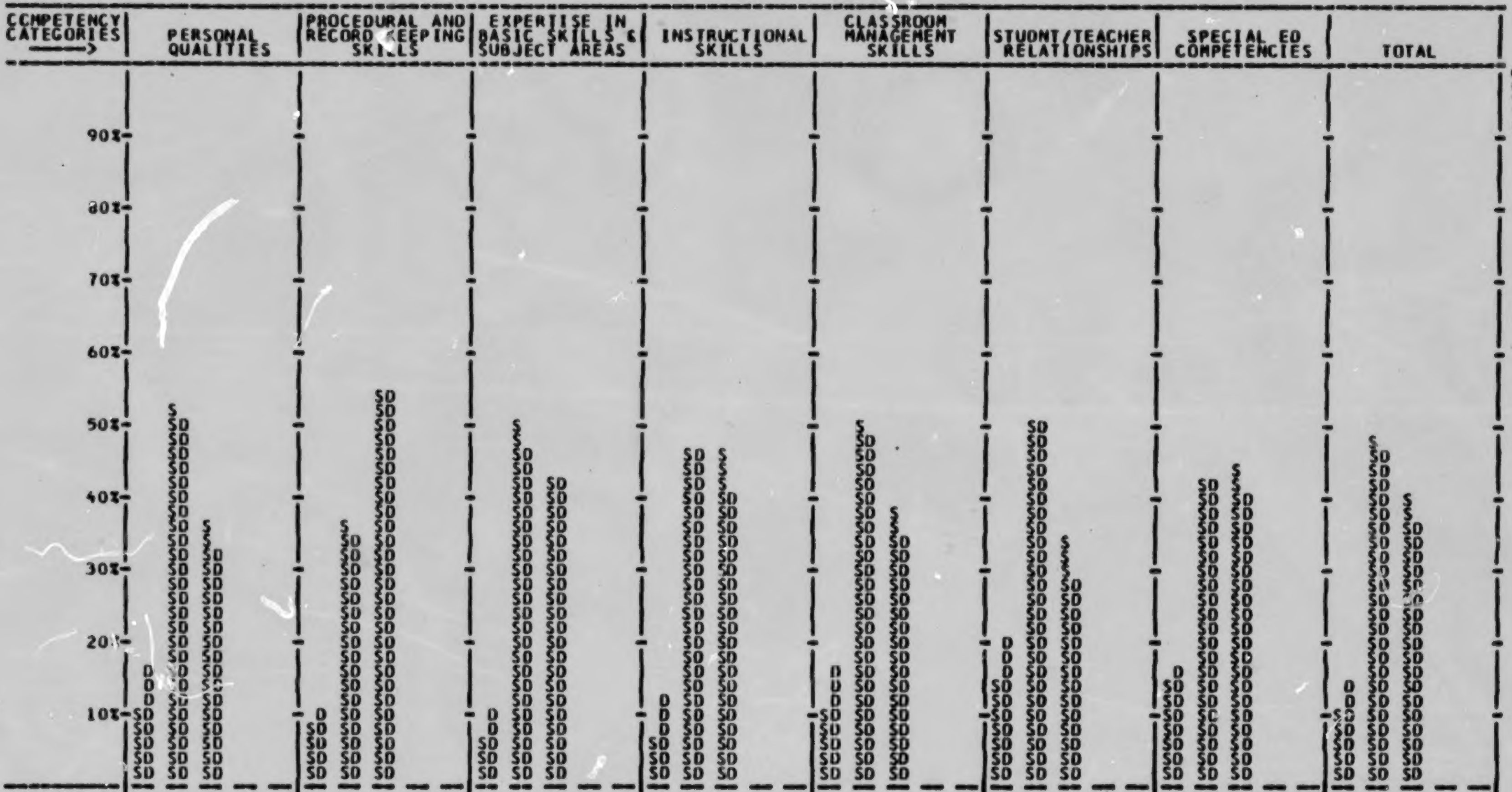
EVALUATION SUMMARIES: SPECIAL EDUCATION - SECONDARY CAMPUSES

81.71

1981-82 SUMMARY OF SPECIAL ED EVALUATIONS FOR ALL SECONDARY SCHOOLS*

(JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL SPECIAL ED TEACHERS. "S" SHOWS SECONDARY ONLY.



COMPETENCY CATEGORIES ——→	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS & SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDNT/TEACHER RELATIONSHIPS					SPECIAL ED COMPETENCIES					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	16	51	32	1	0	10	35	54	1	0	10	46	43	0	0	12	47	41	0	0	16	49	35	0	0	21	51	28	0	0	16	43	40	0	0	15	47	37	0	0
SCHOOL:	11	53	36	1	0	8	36	55	1	0	7	50	42	1	0	7	47	46	1	0	10	50	38	1	0	14	51	34	0	0	14	42	44	0	0	10	48	41	1	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS: TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

* THESE DATA INCLUDE ALL PERSONNEL EVALUATED WITH A SPECIAL EDUCATION TEACHER EVALUATION FORM WHO HAVE JOB CODES BEGINNING WITH 56 OR 58. N = 059

SUMMARY OF SPECIAL ED TEACHER EVALUATION RATINGS
FOR ALL SECONDARY CAMPUSES IN 1981-82
(NUMBER OF TEACHERS RATED = 059)

81.71

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA._PERSONAL_QUALITIES	3.7	1	57	278	190	3		
1. IS PUNCTUAL	3.6		6	26	26	1		
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.6		8	20	31			
3. EXHIBITS POISE AND SELF-CONTROL	3.7		4	33	21			
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.8		7	31	21			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.7		4	32	23			
6. SHOWS ENTHUSIASM FOR WORK	3.9		11	33	14	1		
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.9		9	34	16			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.6	1	4	29	25			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.8		4	40	13	1		
IB._PROCEDURAL_AND_RECORDKEEPING_SKILLS	3.5		14	64	98	1		
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.4		4	15	40			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.6		5	24	30			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.6		5	25	28	1		
IIA._EXPERTISE_IN_BASIC_SKILLS_AND_SUBJECT_AREAS	3.6	2	20	142	120	2		7
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.8		6	34	17	1		
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.4	2	2	17	35			3
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.8		7	35	17			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.7		3	34	21	1		
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.5		2	22	30			4
IIB._INSTRUCTIONAL_SKILLS	3.6	3	51	326	320	4		2
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.8		4	35	18			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.9		9	36	14			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.6		3	33	22	1		
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.6		3	30	26			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.4		3	20	35			1
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.5		1	26	32			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.9		7	40	12			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.5		6	21	30	2		
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.6		4	26	29			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.4		2	22	34			1
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.4		3	20	36			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.5	3	6	17	32	1		
IIC._CLASSROOM_MANAGEMENT_SKILLS	3.7		49	237	181	4		1
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.8		4	38	16	1		
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.7		6	27	26			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.7		5	29	25			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.5		2	24	33			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.0		11	36	11	1		
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.8		10	29	19	1		
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.8		9	32	18			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.4		2	22	33	1		1

SUMMARY OF SPECIAL ED TEACHER EVALUATION RATINGS
FOR ALL SECONDARY CAMPUSES IN 1981-82
(NUMBER OF TEACHERS RATED = 059)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
III. STUDENT/TEACHER RELATIONSHIPS	3.8		74	271	180	2		3
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.9		9	34	16			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.7		6	32	20	1		
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.8		6	35	17	1		
4. TREATS STUDENTS IMPARTIALLY	3.7		4	32	23			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.9		13	26	20			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.9		13	28	18			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.7		7	28	24			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.6		4	29	25			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.9		12	27	17			3
IV. SPECIAL EDUCATION COMPETENCIES	3.7	2	64	198	206	2		
1. ENSURES THAT ALL STUDENTS HAVE INDIV. EDUCATIONAL PLANS	3.8		14	22	23			
2. FLLWS FORMAL/INFORMAL DIAGN PROCEDURES IN ASSESSING STU	3.7		10	20	29			
3. EVALUATES AND UPDATES INDIV STU PLANS REGULARLY	3.6		5	25	29			
4. INSTRUCTS STU ACCORDING TO INDIV EDUCATIONAL PLAN	3.6		6	26	27			
5. FAMILIARITY WITH AND UTILIZATION OF LOCAL RESOURCES	3.5		5	22	30	2		
6. CONDUCTS PARENT CONFERENCES EFFECTIVELY	3.6	2	6	25	26			
7. COORDINATES SPECIAL ED ACTIVITIES WITH TEACHERS/STAFF	3.7		6	28	25			
8. PARTICIPATES ACTIVELY/EFFECTIVELY IN EACH STU REVIEW	3.9		12	30	17			

81.71

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COMPETENCIES BY RANK ORDER FOR ALL SPECIAL EDUCATION
TEACHERS AT SECONDARY CAMPUSES IN 1981-82                        MEAN
(NUMBER OF TEACHERS RATED = 059)                                RATING
                                                                ------
IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                3.97
 IV8. PARTICIPATES ACTIVELY/EFFECTIVELY IN EACH STU REVIEW       3.92
III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST    3.92
IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU     3.92
IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES       3.92
 IA6. SHOWS ENTHUSIASM FOR WORK                                  3.92
III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING    3.91
III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS      3.88
III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                   3.88
 IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                      3.88
 IV1. ENSURES ALL STUDENTS HAVE INDIVIDUAL EDUCATIONAL PLANS     3.85
IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES               3.85
IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT       3.83
IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                  3.81
 IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS        3.81
III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS               3.78
IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                  3.78
IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG    3.76
 IA4. PRESENTS AN EFFECTIVE ROLE MODEL                           3.76
IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                3.75
III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS        3.73
III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS       3.71
 IA3. EXHIBITS POISE AND SELF-CONTROL                            3.71
 IV7. COORDINATES SPECIAL ED ACTIVITIES WITH TEACHERS/STAFF      3.68
 IV2. FLLWS FORMAL/INFORMAL DIAGN PROCEDURES IN ASSESSING STU    3.68
III4. TREATS STUDENTS IMPARTIALLY                                3.68
 IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                    3.68
IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST            3.66
IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS      3.66
IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION     3.66
 IV6. CONDUCTS PARENT CONFERENCES EFFECTIVELY                    3.65
 IV4. INSTURCTS STU ACCORDING TO INDIV EDUCATIONAL PLAN          3.64
III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP    3.64
IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES      3.64
 IA8. DEMONSTRATES PROFESSIONAL GROWTH                           3.64
 IA1. IS PUNCTUAL                                                3.63
IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT       3.61
 IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS         3.61
 IV3. EVALUATES AND UPDATES INDIV STU PLANS REGULARLY            3.59
IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES               3.58
 IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                     3.58
 IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE      3.58
IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING    3.53
 IV5. FAMILIARITY WITH/UTILIZATION OF LOCAL RESOURCES            3.51
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS   3.50
IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM     3.48
IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT           3.47
IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM     3.47
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG    3.45
IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT            3.45
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY            3.44
IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK    3.43
IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS          3.39
 IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                  3.39
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District Priorities

Appendix T

EVALUATION SUMMARIES: SPECIAL EDUCATION - SECONDARY SPECIAL EDUCATION CAMPUSES (CLIFTON CENTER ONLY)

321

1981-82 SUMMARY OF SPECIAL ED EVALUATIONS FOR SECONDARY SPECIAL EDUCATION CAMPUSES* (JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICT-WIDE FIGURES FOR ALL SPECIAL ED TEACHERS; "S" SHOW ALL ELEMENTARY SPECIAL ED CAMPUSES.

81.71

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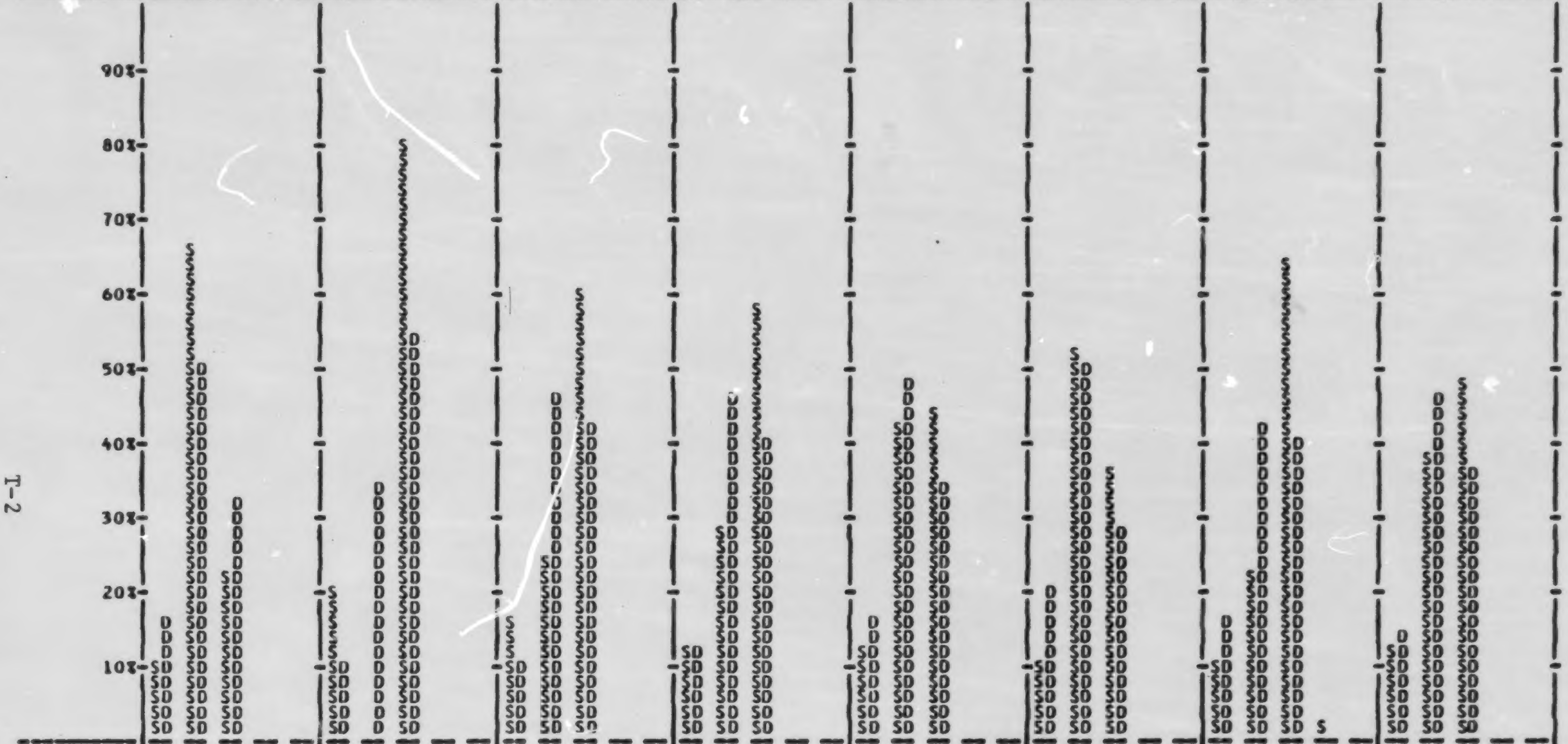

COMPETENCY CATEGORIES ——>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS & SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDNT/TEACHER RELATIONSHIPS					SPECIAL ED COMPETENCIES					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	16	51	32	1	0	10	35	54	1	0	10	46	43	0	0	12	47	41	0	0	16	49	35	0	0	21	51	28	0	0	16	43	40	0	0	15	47	37	0	0
SCHOOL:	11	67	22	0	0	20	0	80	0	0	16	24	60	0	0	13	28	58	0	0	13	43	45	0	0	11	53	36	0	0	10	23	64	3	0	13	38	49	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

* TEACHERS AT CLIFTON CENTER HAVING JOB CODES BEGINNING WITH 59. N = 005

SUMMARY OF SPECIAL ED TEACHER EVALUATION RATINGS
FOR ALL SECONDARY SPECIAL ED CAMPUSES IN 1981-1982

(NUMBER OF TEACHERS RATED = 005)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.9		5	30	10			
1. IS PUNCTUAL	3.6		1	1	3			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.4			2	3			
3. EXHIBITS POISE AND SELF-CONTROL	4.0			5				
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.0		1	3	1			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.0		1	3	1			
6. SHOWS ENTHUSIASM FOR WORK	4.2		1	4				
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.8			4	1			
8. DEMONSTRATES PROFESSIONAL GROWTH	4.0			5				
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.0		1	3	1			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.4		3		12			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.4		1		4			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.4		1		4			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.4		1		4			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.6		4	6	15			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.4			2	3			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.6		1	1	3			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.4		1		4			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.0		1	3	1			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.4		1		4			
IIB. INSTRUCTIONAL SKILLS	3.6		8	17	35			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.8		1	2	2			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.6		1	1	3			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.4			2	3			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.4		1		4			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.4		1		4			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.2			1	4			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.8		1	2	2			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.8			4	1			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.4		1		4			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.4			2	3			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.6		1	1	3			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.8		1	2	2			
IIC. CLASSROOM MANAGEMENT SKILLS	3.7		5	17	18			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.0		1	3	1			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.4		1		4			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.6		1	1	3			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.2			1	4			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.2		1	4				
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.6			3	2			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.8		1	2	2			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.6			3	2			

SUMMARY OF SPECIAL ED TEACHER EVALUATION RATINGS
FOR ALL SECONDARY SPECIAL ED CAMPUSES IN 1981-1982
(NUMBER OF TEACHERS RATED = 005)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
III. STUDENT/TEACHER RELATIONSHIPS	3.8		5	24	16			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.2		1	4				
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.6		1	1	3			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.6			3	2			
4. TREATS STUDENTS IMPARTIALLY	3.4			2	3			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.6			3	2			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.2		1	4				
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.8		1	2	2			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.8			4	1			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.6		1	1	3			
IV. SPECIAL EDUCATION COMPETENCIES	3.4		4	9	25	1		
1. ENSURES THAT ALL STUDENTS HAVE INDIV. EDUCATIONAL PLANS	3.8		1	2	2			
2. FLLWS FORMAL/INFORMAL DIAGN PROCEDURES IN ASSESSING STU	3.2			1	4			
3. EVALUATES AND UPDATES INDIV STU PLANS REGULARLY	3.4		1		4			
4. INSTRUCTS STU ACCORDING TO INDIV EDUCATIONAL PLAN	3.6		1	1	3			
5. FAMILIARITY WITH AND UTILIZATION OF LOCAL RESOURCES	3.2			2	2	1		
6. CONDUCTS PARENT CONFERENCES EFFECTIVELY	3.6		1	1	3			
7. COORDINATES SPECIAL ED ACTIVITIES WITH TEACHERS/STAFF	3.3			1	3			
8. PARTICIPATES ACTIVELY/EFFECTIVELY IN EACH STU REVIEW	3.2			1	4			

81.71

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CUMPETENCIES BY RANK ORDER FOR ALL SPECIAL EDUCATION
TEACHERS AT SECONDARY SPECIAL ED CAMPUSES IN 1981-1982        MEAN
(NUMBER OF TEACHERS RATED = 005)                              RATING
                                                              ------
 III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST  4.20
 III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                 4.20
 IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES              4.20
  IA6. SHOWS ENTHUSIASM FOR WORK                                4.20
 IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG  4.00
 IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION   4.00
  IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS      4.00
  IA8. DEMONSTRATES PROFESSIONAL GROWTH                         4.00
  IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                  4.00
  IA4. PRESENTS AN EFFECTIVE ROLE MODEL                         4.00
  IA3. EXHIBITS POISE AND SELF-CONTROL                          4.00
  IV1. ENSURES ALL STUDENTS HAVE INDIVIDUAL EDUCATIONAL PLANS   3.80
 III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP  3.80
 III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS     3.80
 IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES             3.80
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS  3.80
 IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING  3.80
 IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU   3.80
 IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES              3.80
  IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                    3.80
  IV6. CONDUCTS PARENT CONFERENCES EFFECTIVELY                  3.60
  IV4. INSTURCTS STU ACCORDING TO INDIV EDUCATIONAL PLAN        3.60
 III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING  3.60
 III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS    3.60
 III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS             3.60
 III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS      3.60
 IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK  3.60
 IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                3.60
 IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST          3.60
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY           3.60
 IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES     3.60
 IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS        3.60
  IA1. IS PUNCTUAL                                              3.60
  IV3. EVALUATES AND UPDATES INDIV STU PLANS REGULARLY          3.40
 III4. TREATS STUDENTS IMPARTIALLY                              3.40
 IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS    3.40
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG   3.40
 IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES             3.40
 IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT          3.40
 IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT     3.40
 IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES    3.40
 IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM   3.40
 IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT     3.40
 IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                3.40
  IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                   3.40
  IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE    3.40
  IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                3.40
  IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS       3.40
  IV7. COORDINATES SPECIAL ED ACTIVITIES WITH TEACHERS/STAFF    3.25
  IV8. PARTICIPATES ACTIVELY/EFFECTIVELY IN EACH STU REVIEW     3.20
  IV5. FAMILIARITY WITH/UTILIZATION OF LOCAL RESOURCES          3.20
  IV2. FLLWS FORMAL/INFORMAL DIAGN PROCEDURES IN ASSESSING STU  3.20
 IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT         3.20
 IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM   3.20
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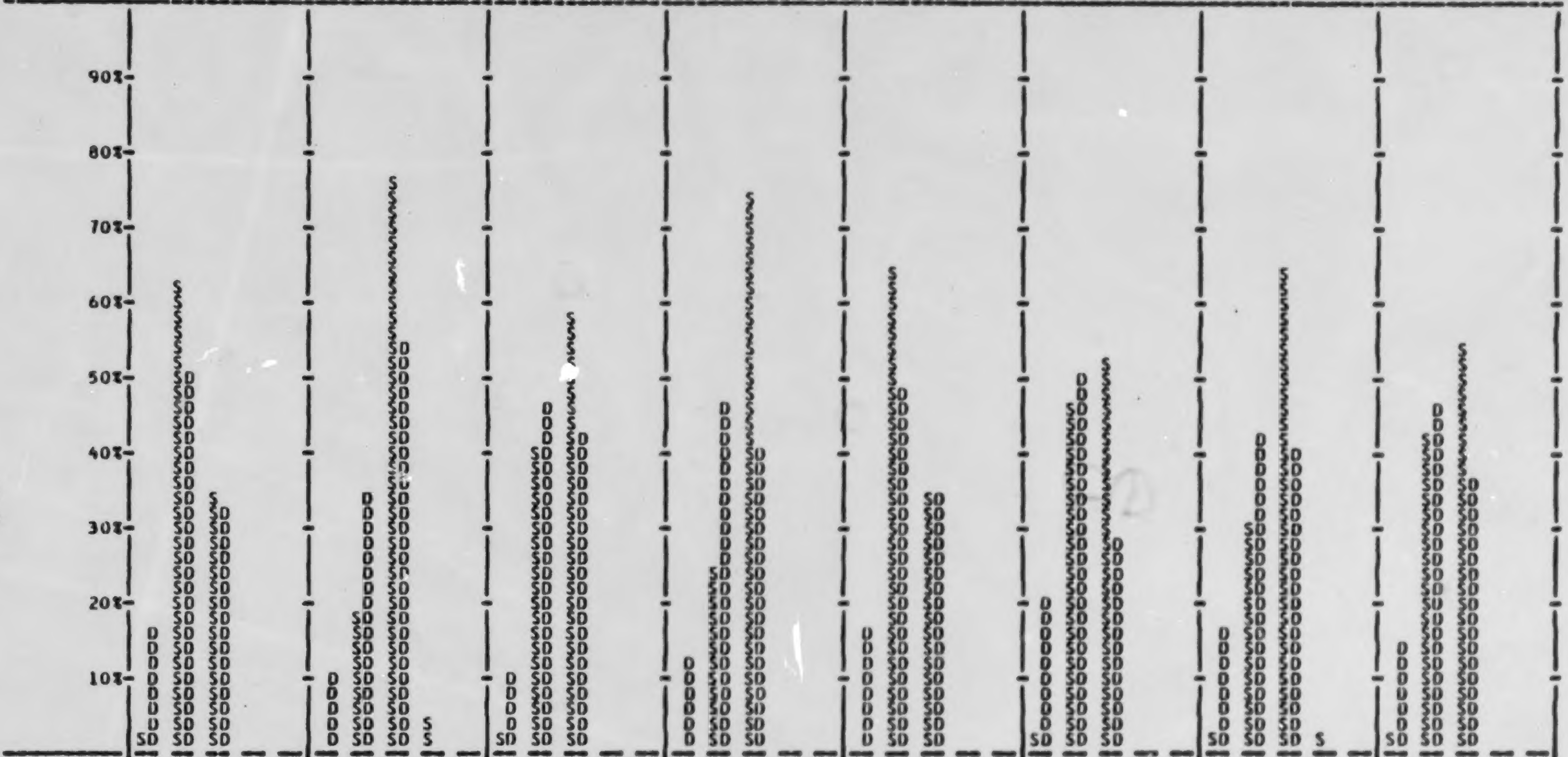
District Priorities

Appendix U

EVALUATION SUMMARIES: SPECIAL EDUCATION - ALL LEVEL SPECIAL EDUCATION ITINERANT

1981-82 SUMMARY OF SPECIAL ED EVALUATIONS FOR ALL LEVEL SPECIAL ED ITINERANT TEACHERS* (JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL SPECIAL ED TEACHERS; "S" SHOWS ALL LEVEL SPECIAL ED ITINERANT TEACHERS.



COMPETENCY CATEGORIES ——>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS & SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDNT/TEACHER RELATIONSHIPS					SPECIAL ED COMPETENCIES					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	16	51	32	1	0	10	35	54	1	0	10	46	43	0	0	12	47	41	0	0	16	49	35	0	0	21	51	28	0	0	16	43	40	0	0	15	47	37	0	0
SCHOOL:	3	62	35	1	0	0	19	77	4	0	2	40	59	0	0	1	25	74	0	0	1	65	34	0	0	2	46	52	0	0	2	30	65	2	0	2	43	55	1	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

* ALL LEVEL SPECIAL EDUCATION ITINERANT TEACHERS HAVING JOB CODES BEGINNING WITH 24. N = 016

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SUMMARY OF SPECIAL ED TEACHER EVALUATION RATINGS
FOR ALL LEVELS SPECIAL ED ITINERANT TEACHERS IN 1981-1982
(NUMBER OF TEACHERS RATED = 016)

81.71

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.7		4	89	50	1		
1. IS PUNCTUAL	3.1			2	13	1		
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.4			7	9			
3. EXHIBITS POISE AND SELF-CONTROL	3.8			13	3			
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.7			11	5			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.4			7	9			
6. SHOWS ENTHUSIASM FOR WORK	3.9			14	2			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.9			15	1			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.9		2	11	3			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.8		2	9	5			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.1			9	37	2		
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.2			3	13			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.1			3	12	1		
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.1			3	12	1		
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.4		1	23	34			22
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.1			2	14			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.2			1	5			10
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.6		1	7	8			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.6			9	7			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.0			4				12
IIB. INSTRUCTIONAL SKILLS	3.3		1	34	101			56
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.3			4	12			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.2			3	12			1
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.2			3	11			2
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.1			1	6			9
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.3			1	3			12
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.5			8	8			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.2			1	5			10
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.1			1	6			9
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.3			1	2			13
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.2			3	13			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.3			4	12			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.4		1	4	11			
IIC. CLASSROOM MANAGEMENT SKILLS	3.7	1	1	63	33			29
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.6			9	5			2
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.6			10	6			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.6			10	6			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.5			8	8			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.8		1	11	4			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.8	1		11	2			1
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.7			2	1			13
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.7			2	1			13

SUMMARY OF SPECIAL ED TEACHER EVALUATION RATINGS
FOR ALL LEVELS SPECIAL ED ITINERANT TEACHERS IN 1981-1982
(NUMBER OF TEACHERS RATED = 016)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
III. STUDENT/TEACHER RELATIONSHIPS	3.5		3	60	67			14
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.4			6	10			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.4			7	9			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.5			8	8			
4. TREATS STUDENTS IMPARTIALLY	3.5		1	6	9			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.5		2	4	10			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.7			11	5			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.6			9	7			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.5			8	8			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.5			1	1			14
IV. SPECIAL EDUCATION COMPETENCIES	3.3	2	3	37	80	3		3
1. ENSURES THAT ALL STUDENTS HAVE INDIV. EDUCATIONAL PLANS	3.3			6	9	1		
2. FLLWS FORMAL/INFORMAL DIAGN PROCEDURES IN ASSESSING STU	3.2			3	12			1
3. EVALUATES AND UPDATES INDIV STU PLANS REGULARLY	3.3			6	9	1		
4. INSTRUCTS STU ACCORDING TO INDIV EDUCATIONAL PLAN	3.4			7	7	1		1
5. FAMILIARITY WITH AND UTILIZATION OF LOCAL RESOURCES	3.1			1	15			
6. CONDUCTS PARENT CONFERENCES EFFECTIVELY	3.3	2	1	2	10			1
7. COORDINATES SPECIAL ED ACTIVITIES WITH TEACHERS/STAFF	3.6		1	7	8			
8. PARTICIPATES ACTIVELY/EFFECTIVELY IN EACH STU REVIEW	3.4		1	5	10			

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U-4

COMPETENCIES BY RANK ORDER FOR ALL SPECIAL EDUCATION
ALL LEVELS ITINERANT TEACHERS IN 1981-1982
(NUMBER OF TEACHERS RATED = 016)

		MEAN RATING
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.00
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	3.94
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.94
IA6.	SHOWS ENTHUSIASM FOR WORK	3.88
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.85
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.81
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	3.81
IA3.	EXHIBITS POISE AND SELF-CONTROL	3.81
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.69
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	3.69
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.67
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.67
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.64
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.63
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.63
IV7.	COORDINATES SPECIAL ED ACTIVITIES WITH TEACHERS/STAFF	3.56
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.56
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.56
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.56
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.50
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	3.50
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.50
III4.	TREATS STUDENTS IMPARTIALLY	3.50
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.50
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.50
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.50
IV8.	PARTICIPATES ACTIVELY/EFFECTIVELY IN EACH STU REVIEW	3.44
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.44
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	3.44
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.44
IV4.	INSTURCTS STU ACCORDING TO INDIV EDUCATIONAL PLAN	3.40
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.38
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.38
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.33
IV6.	CONDUCTS PARENT CONFERENCES EFFECTIVELY	3.31
IV3.	EVALUATES AND UPDATES INDIV STU PLANS REGULARLY	3.31
IV1.	ENSURES ALL STUDENTS HAVE INDIVIDUAL EDUCATIONAL PLANS	3.31
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.25
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.25
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.25
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.21
IV2.	FLLWS FORMAL/INFORMAL DIAGN PROCEDURES IN ASSESSING STU	3.20
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.20
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.19
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.19
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.17
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.17
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.14
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.14
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.13
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.13
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.13
IV5.	FAMILIARITY WITH/UTILIZATION OF LOCAL RESOURCES	3.06
IA1.	IS PUNCTUAL	3.06

District Priorities

Appendix V

EVALUATION SUMMARIES: SPECIAL EDUCATION - ALL LEVEL SPECIAL EDUCATION CAMPUSES (BY SPECIAL EDUCATION CAMPUS)

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1981-82 SUMMARY OF SPECIAL ED EVALUATIONS FOR AUSTIN STATE HOSPITAL

(JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL SPECIAL ED TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

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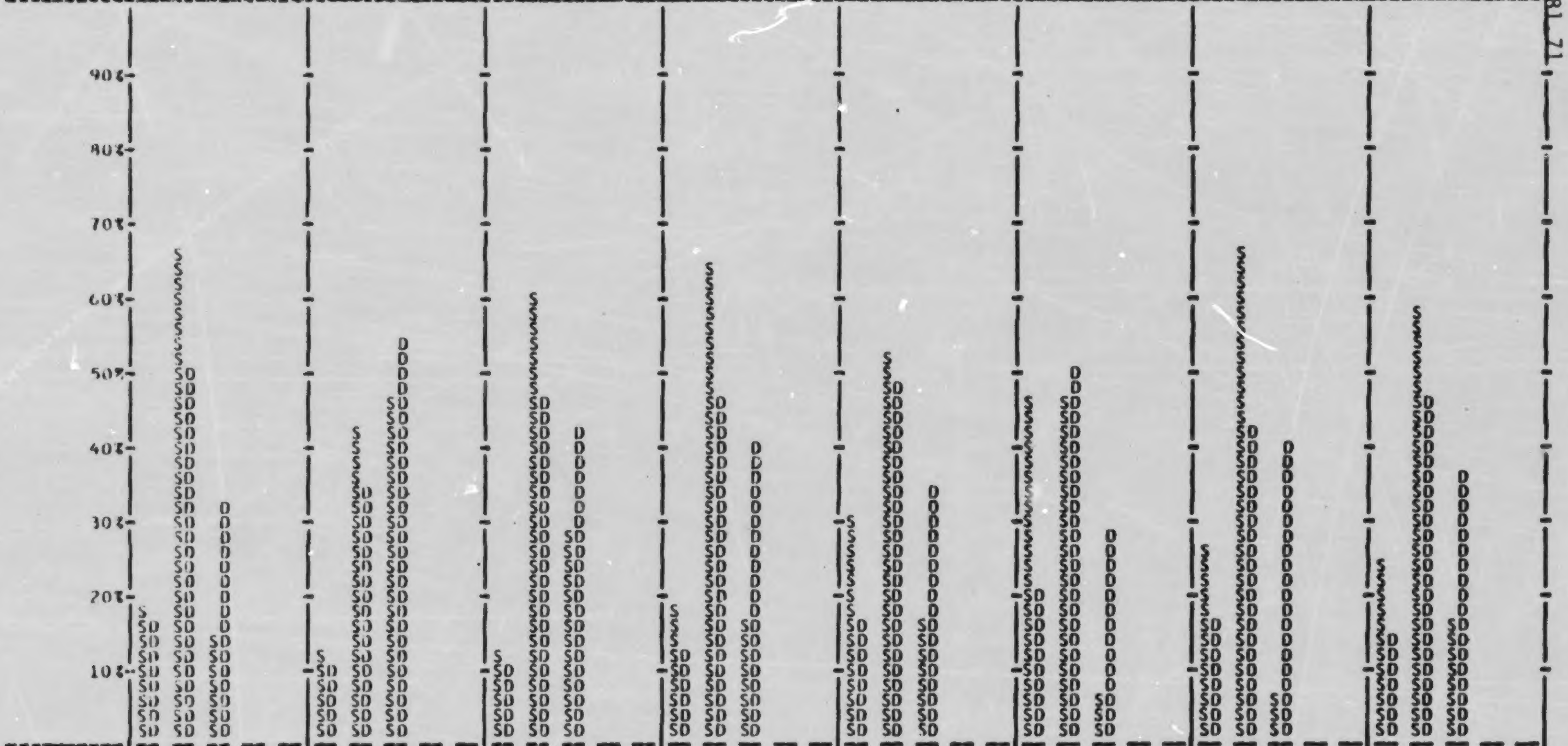

COMPETENCY CATEGORIES --->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS & SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDNT/TEACHER RELATIONSHIPS					SPECIAL ED COMPETENCIES					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	16	51	32	1	0	10	35	54	1	0	10	46	43	0	0	12	47	41	0	0	16	49	35	0	0	21	51	28	0	0	16	43	40	0	0	15	47	37	0	0
SCHOOL:	18	67	14	0	1	13	42	46	0	0	13	60	28	0	0	18	65	17	0	0	31	53	16	0	0	47	47	6	0	0	26	67	7	0	0	25	59	16	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS: TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 008

SUMMARY OF SPECIAL ED TEACHER EVALUATION RATINGS
FOR TEACHERS AT AUSTIN STATE HOSPITAL IN 1981-82
(NUMBER OF TEACHERS RATED = 008)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.0		13	48	10		1	
1. IS PUNCTUAL	3.8		2	4	1		1	
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.8			6	2			
3. EXHIBITS POISE AND SELF-CONTROL	3.8		1	4	3			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.0		2	4	2			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.1		2	5	1			
6. SHOWS ENTHUSIASM FOR WORK	4.1		1	7				
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.1		1	7				
8. DEMONSTRATES PROFESSIONAL GROWTH	4.1		2	5	1			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.3		2	6				
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.7		3	10	11			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.6		1	3	4			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.6		1	3	4			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.8		1	4	3			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.9		5	24	11			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.9		1	5	2			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.9		1	5	2			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.9		1	5	2			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.1		2	5	1			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.5			4	4			
IIB. INSTRUCTIONAL SKILLS	4.0		16	58	15			7
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.9		1	5	2			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.0		1	6	1			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.0		1	6	1			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.0		1	6	1			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.9		1	5	2			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.4		4	3	1			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.1		2	5	1			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.0		1	6	1			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.9		1	5	2			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	4.0		1	6	1			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.9		1	5	2			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	5.0		1					7
IIC. CLASSROOM MANAGEMENT SKILLS	4.2		20	34	10			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.6		5	3				
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.1		1	7				
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.1		2	5	1			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.0		1	6	1			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.6		5	3				
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.3		3	4	1			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.0		2	4	2			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.5		1	2	5			

SUMMARY OF SPECIAL ED TEACHER EVALUATION RATINGS
FOR TEACHERS AT AUSTIN STATE HOSPITAL IN 1981-82
(NUMBER OF TEACHERS RATED = 008)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MININ ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
III. STUDENT/TEACHER RELATIONSHIPS	4.4		34	34	4			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.6		5	3				
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.4		3	5				
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.3		3	4	1			
4. TREATS STUDENTS IMPARTIALLY	4.3		3	4	1			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.3		3	4	1			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.4		3	5				
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.5		5	2	1			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.5		4	4				
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.6		5	3				
IV. SPECIAL EDUCATION COMPETENCIES	4.2		15	39	4			6
1. ENSURES THAT ALL STUDENTSHAVE INDIVIDUAL EDUCATIONAL PLANS	4.4		3	5				
2. FLLWS FORMAL/INFORMAL DIAGN PROCEDURES IN ASSESSING STU	4.1		1	7				
3. EVALUATES AND UPDATES INDIV STU PLANS REGULARLY	4.1		2	5	1			
4. INSTRUCTS STU ACCORDING TO INDIV EDUCATIONAL PLAN	4.0		1	6	1			
5. FAMILIARITY WITH/UTILIZATION OF LOCAL RESOURCES	3.9		1	5	2			
6. CONDUCTS PARENT CONFERENCES EFFECTIVELY	4.5		1	1				6
7. COORDINATES SPECIAL ED ACTIVITIES WITH TEACHERS/STAFF	4.1		1	7				
8. PARTICIPATES ACTIVELY/EFFECTIVELY IN EACH STU REVIEW	4.6		5	3				

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COMPETENCIES BY RANK ORDER
FOR TEACHERS IN AUSTIN STATE HOSPITAL IN 1981-82                         MEAN
(NUMBER OF TEACHERS RATED = 008)                                        RATING
                                                                        ------
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS           5.00
  IV8. PARTICIPATES ACTIVELY/EFFECTIVELY IN EACH STU REVIEW              4.63
 III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING           4.63
 III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                          4.63
 IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                       4.63
 IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG           4.63
  IV6. CONDUCTS PARENT CONFERENCES EFFECTIVELY                           4.50
 III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP           4.50
 III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS              4.50
  IV1. ENSURES ALL STUDENTS HAVE INDIVIDUAL EDUCATIONAL PLANS             4.38
 III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST           4.38
 III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS               4.38
 IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM            4.38
 III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS             4.25
 III4. TREATS STUDENTS IMPARTIALLY                                       4.25
 III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                      4.25
 IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                         4.25
  IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS               4.25
  IV7. COORDINATES SPECIAL ED ACTIVITIES WITH TEACHERS/STAFF             4.13
  IV3. EVALUATES ADN UPDATES INDIV STU PLANS REGULARLY                   4.13
  IV2. FLLWS FORMAL/INFORMAL DIAGN PROCEDURES IN ASSESSING STU           4.13
 IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST                   4.13
 IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS             4.13
 IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU            4.13
 IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION            4.13
  IA8. DEMONSTRATES PROFESSIONAL GROWTH                                  4.13
  IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                             4.13
  IA6. SHOWS ENTHUSIASM FOR                                              4.13
  IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                           4.13
  IV4. INSTURCTS STU ACCORDING TO INDIV EDUCATIONAL PLAN                 4.00
 IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                      4.00
 IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT                  4.00
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG            4.00
 IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING           4.00
 IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT              4.00
 IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES             4.00
 IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES              4.00
  IA4. PRESENTS AN EFFECTIVE ROLE MODEL                                  4.00
  IV5. FAMILIARITY WITH/UTILIZATION OF LOCAL RESOURCES                   3.88
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY                    3.88
 IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                      3.88
 IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT                   3.88
 IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                       3.88
 IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT              3.88
 IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS                 3.88
 IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                         3.88
  IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                            3.75
  IA3. EXHIBITS POISE AND SELF-CONTROL                                   3.75
  IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS                3.75
  IA1. IS PUNCTUAL                                                       3.75
  IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE             3.63
  IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                         3.63
 IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK           3.50
 IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM            3.50
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1981-82 SUMMARY OF SPECIAL ED EVALUATIONS FOR DEVELOPMENTAL CENTER (JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL SPECIAL ED TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

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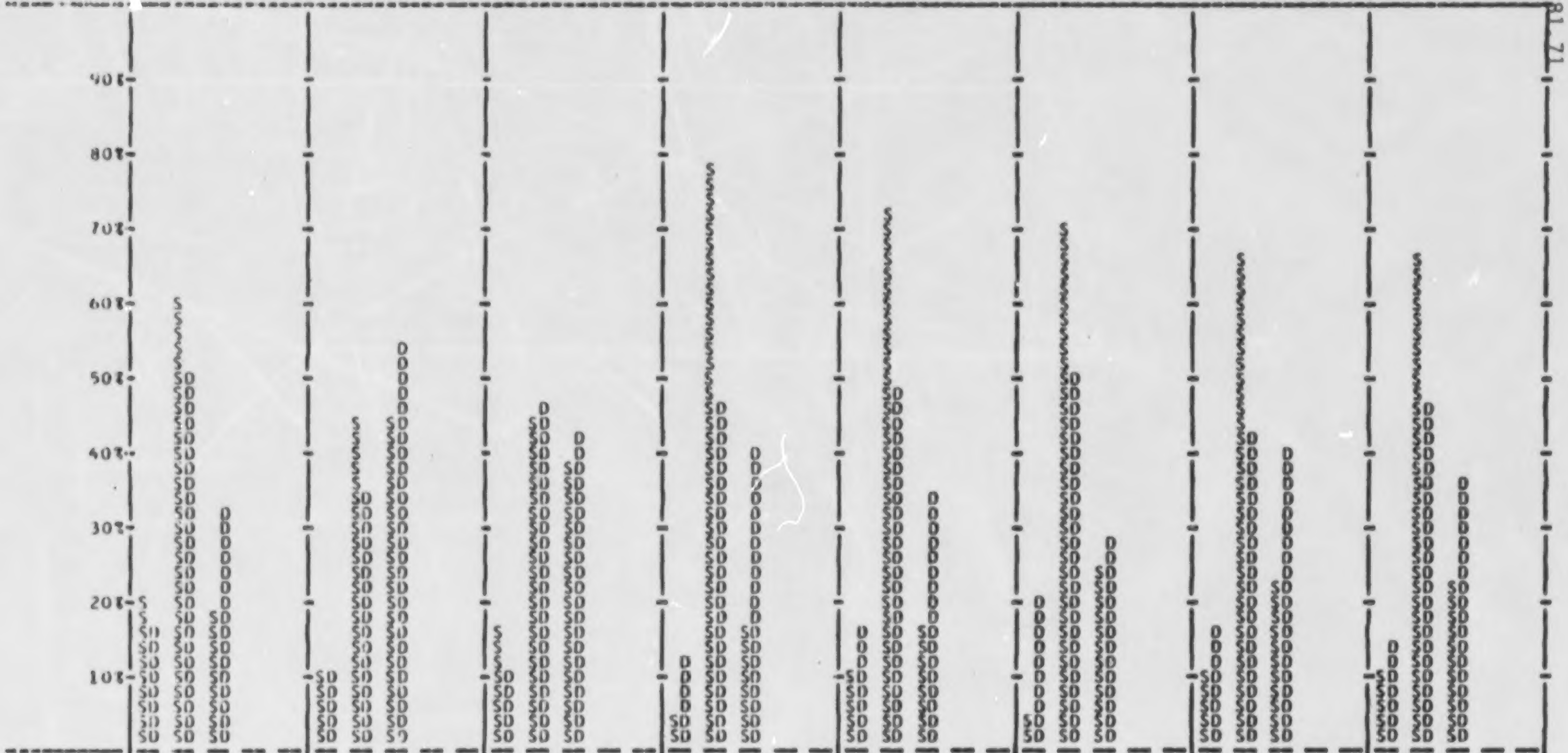

COMPETENCY CATEGORIES --->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS & SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDNT/TEACHER RELATIONSHIPS					SPECIAL ED COMPETENCIES					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	16	51	32	1	0	10	35	54	1	0	10	46	43	0	0	12	47	41	0	0	16	49	35	0	0	21	51	28	0	0	16	43	40	0	0	15	47	37	0	0
SCHOOL:	21	60	19	0	0	11	45	45	0	0	16	45	39	0	0	4	79	17	0	0	11	73	16	0	0	4	71	25	0	0	10	66	23	0	0	10	67	23	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS: TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 016

SUMMARY OF SPECIAL ED TEACHER EVALUATION RATINGS
FOR TEACHERS AT DEVELOPMENTAL CENTER IN 1981-82
(NUMBER OF TEACHERS RATED = 016)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.0		30	86	28			
1. IS PUNCTUAL	3.5		1	6	9			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.5			8	8			
3. EXHIBITS POISE AND SELF-CONTROL	3.9		1	13	2			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.1		4	9	3			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.1		3	12	1			
6. SHOWS ENTHUSIASM FOR WORK	4.3		5	10	1			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.3		5	10	1			
8. DEMONSTRATES PROFESSIONAL GROWTH	4.4		8	6	2			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.1		3	12	1			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.7		5	21	21			1
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.4		1	5	10			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.6		1	7	8			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	4.0		3	9	3			1
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.8		13	36	31			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.2			3	13			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.1			1	15			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.5		8	8				
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.1		3	11	2			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.1		2	13	1			
IIB. INSTRUCTIONAL SKILLS	3.9		7	152	33			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.9		1	13	2			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.0		1	14	1			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.8			12	4			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.8			13	3			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.9			15	1			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.0			16				
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.0			16				
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.8		1	11	4			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.6			9	7			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.9		2	10	4			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.8		1	11	4			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.9		1	12	3			
IIC. CLASSROOM MANAGEMENT SKILLS	3.9		14	93	21			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.0		2	12	2			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.6			10	6			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.8		2	9	5			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.9			14	2			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.4		6	10				
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.3		4	12				
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.9			14	2			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.8			12	4			

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SUMMARY OF SPECIAL ED TEACHER EVALUATION RATINGS
FOR TEACHERS AT DEVELOPMENTAL CENTER IN 1981-82
(NUMBER OF TEACHERS RATED = 016)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
III. STUDENT/TEACHER RELATIONSHIPS	3.8		6	102	36			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.7			11	5			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.9		1	12	3			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.7		1	9	6			
4. TREATS STUDENTS IMPARTIALLY	3.6			10	6			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.9			14	2			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.9		1	12	3			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.9			14	2			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.9		1	12	3			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.8		2	8	6			
IV. SPECIAL EDUCATION COMPETENCIES	3.9		13	85	30			
1. ENSURES THAT ALL STUDENTSHAVE INDIVIDUAL EDUCATIONAL PLANS	3.9		1	13	2			
2. FLLWS FORMAL/INFORMAL DIAGN PROCEDURES IN ASSESSING STU	4.1		5	8	3			
3. EVALUATES AND UPDATES INDIV STU PLANS REGULARLY	3.9		1	13	2			
4. INSTRUCTS STU ACCORDING TO INDIV EDUCATIONAL PLAN	4.0		1	14	1			
5. FAMILIARITY WITH/UTILIZATION OF LOCAL RESOURCES	3.2		1	1	14			
6. CONDUCTS PARENT CONFERENCES EFFECTIVELY	3.9		2	11	3			
7. COORDINATES SPECIAL ED ACTIVITIES WITH TEACHERS/STAFF	3.9		1	12	3			
8. PARTICIPATES ACTIVELY/EFFECTIVELY IN EACH STU REVIEW	3.9		1	13	2			

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COMPETENCIES BY RANK ORDER
FOR TEACHERS IN DEVELOPMENTAL CENTER  IN 1981-82                        MEAN
(NUMBER OF TEACHERS RATED = 016)                                       RATING
                                                                       ------
 IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT             4.50
 IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                      4.38
  IA8. DEMONSTRATES PROFESSIONAL GROWTH                                 4.38
 IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                        4.25
  IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                            4.25
  IA6. SHOWS ENTHUSIASM FOR                                             4.25
  IV2. FLLWS FORMAL/INFORMAL DIAGN PROCEDURES IN ASSESSING STU          4.13
  IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS              4.13
  IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                          4.13
 IIA5. TEACHES LESSONS AND UNITS THAT RETLECT AISD CURRICULUM           4.06
 IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION           4.06
  IA4. PRESENTS AN EFFECTIVE ROLE MODEL                                 4.06
  IV4. INSTURCTS STU ACCORDING TO INDIV EDUCATIONAL PLAN                4.00
 IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG          4.00
 IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU           4.00
 IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM           4.00
 IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES             4.00
  IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                           4.00
  IV8. PARTICIPATES ACTIVELY/EFFECTIVELY IN EACH STU REVIEW             3.94
  IV6. CONDUCTS PARENT CONFERENCES EFFECTIVELY                          3.94
  IV3. EVALUATES ADN UPDATES INDIV STU PLANS REGULARLY                  3.94
  IV1. ENSURES ALL STUDENTS HAVE INDIVIDUAL EDUCATIONAL PLANS           3.94
 IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT                  3.94
 IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                      3.94
  IA3. EXHIBITS POISE AND SELF-CONTROL                                  3.94
  IV7. COORDINATES SPECIAL ED ACTIVITIES WITH TEACHERS/STAFF            3.88
 III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP          3.88
 III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS             3.88
 III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST          3.88
 III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS            3.88
 III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS              3.88
 IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                     3.88
 IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT                 3.88
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS          3.88
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG           3.88
 IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST                  3.81
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY                   3.81
 IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING          3.81
 IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT             3.81
 III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING          3.75
 IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK          3.75
 IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES            3.75
 III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                     3.69
 III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                         3.69
 III4. TREATS STUDENTS IMPARTIALLY                                      3.63
 IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS            3.63
 IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                     3.56
  IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE            3.56
  IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS               3.50
  IA1. IS PUNCTUAL                                                      3.50
  IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                        3.44
  IV5. FAMILIARITY WITH/UTILIZATION OF LOCAL RESOURCES                  3.19
 IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                        3.19
 IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS                3.06
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1981-82 SUMMARY OF SPECIAL ED EVALUATIONS FOR D. A. C.                 (JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES.  "D" INDICATES
DISTRICTWIDE FIGURES FOR ALL SPECIAL ED TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

COMPETENCY  |             |PROCEDURAL AND| EXPERTISE IN  |               |   CLASSROOM   |               |               |
CATEGORIES  |  PERSONAL   |RECORD KEEPING|BASIC SKILLS & | INSTRUCTIONAL |  MANAGEMENT   |STUDNT/TEACHER |  SPECIAL ED   |
   ----->   |  QUALITIES  |    SKILLS    |SUBJECT AREAS  |    SKILLS     |    SKILLS     | RELATIONSHIPS | COMPETENCIES  |     TOTAL
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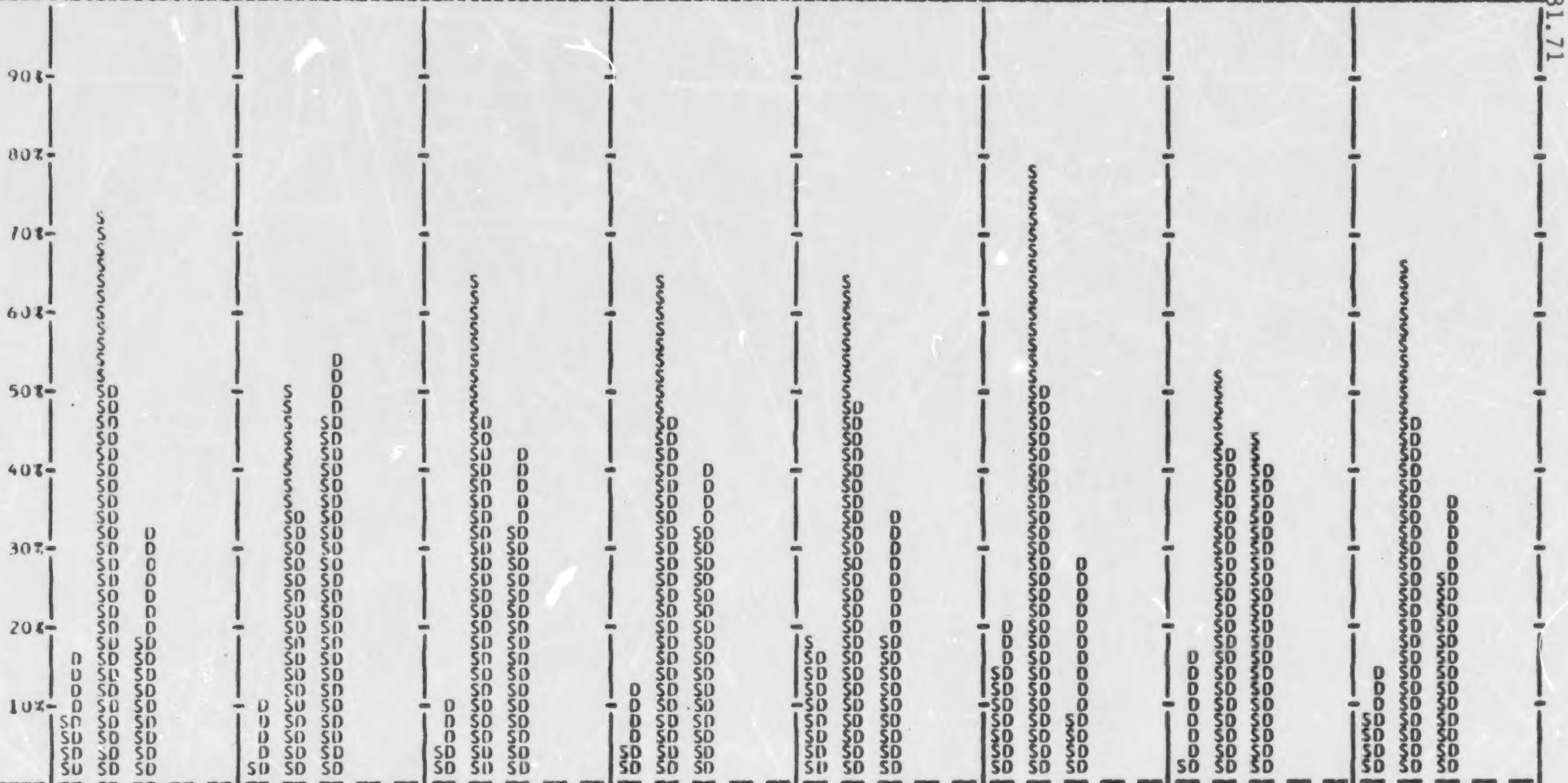

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PERCENT OF  | 5  4  3  2  1| 5  4  3  2  1| 5  4  3  2  1| 5  4  3  2  1| 5  4  3  2  1| 5  4  3  2  1| 5  4  3  2  1| 5  4  3  2  1
RESPONSES:  |--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------

  AISD   :  |16 51 32  1  0|10 35 54  1  0|10 46 43  0  0|12 47 41  0  0|16 49 35  0  0|21 51 28  0  0|16 43 40  0  0|15 47 37  0  0
  SCHOOL :  | 9 72 19  0  0| 3 50 47  0  0| 4 65 32  0  0| 4 65 32  0  0|18 65 18  0  0|14 78  8  0  0| 3 52 45  0  0| 8 66 26  0  0
------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
      TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

      NUMBER OF TEACHERS RATED = 012
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SUMMARY OF SPECIAL ED TEACHER EVALUATION RATINGS
FOR TEACHERS AT D. A. C. IN 1981-82
(NUMBER OF TEACHERS RATED = 012)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.9		10	77	20			
1. IS PUNCTUAL	3.8		1	7	4			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.1		3	6	2			
3. EXHIBITS POISE AND SELF-CONTROL	4.0		1	10	1			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.0		1	10	1			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.0			12				
6. SHOWS ENTHUSIASM FOR WORK	4.0		1	10	1			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.0		1	10	1			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.3			4	8			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.0		2	8	2			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.6		1	18	17			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.4			5	7			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.6		1	5	6			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.7			8	4			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.7		2	37	18			3
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.9			11	1			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.7		2	2	5			3
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.9			11	1			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.0			12				
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.1			1	11			
IIB. INSTRUCTIONAL SKILLS	3.7		5	92	45			2
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.0			12				
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.0		1	10	1			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.8		2	6	4			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.8			9	3			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.4		1	3	8			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.0		1	10	1			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.8			10	2			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.6			7	5			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.6			7	5			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.4			5	7			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.4			5	7			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.8			8	2			2
IIC. CLASSROOM MANAGEMENT SKILLS	4.0		17	62	17			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.2		3	8	1			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.1		3	7	2			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.2		3	8	1			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.7		1	6	5			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.3		3	9				
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.0		2	8	2			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.1		2	9	1			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.6			7	5			

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SUMMARY OF SPECIAL ED TEACHER EVALUATION RATINGS
FOR TEACHERS AT D. A. C. IN 1981-82
(NUMBER OF TEACHERS RATED = 012)

81.71

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
III. STUDENT/TEACHER RELATIONSHIPS	4.1		15	84	9			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.1		2	9	1			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.1		2	9	1			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.0			12				
4. TREATS STUDENTS IMPARTIALLY	4.0		1	10	1			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.1		3	7	2			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.0		1	10	1			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.9			11	1			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.2		2	10				
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.2		4	6	2			
IV. SPECIAL EDUCATION COMPETENCIES	3.6		3	48	41			4
1. ENSURES THAT ALL STUDENTSHAVE INDIVIDUAL EDUCATIONAL PLANS	3.5		1	4	7			
2. FLLWS FORMAL/INFORMAL DIAGN PROCEDURES IN ASSESSING STU	4.0			12				
3. EVALUATES AND UPDATES INDIV STU PLANS REGULARLY	3.1			1	11			
4. INSTRUCTS STU ACCORDING TO INDIV EDUCATIONAL PLAN	3.3			3	9			
5. FAMILIARITY WITH/UTILIZATION OF LOCAL RESOURCES	3.1			1	10			1
6. CONDUCTS PARENT CONFERENCES EFFECTIVELY	3.9			8	1			3
7. COORDINATES SPECIAL ED ACTIVITIES WITH TEACHERS/STAFF	4.1		2	9	1			
8. PARTICIPATES ACTIVELY/EFFECTIVELY IN EACH STU REVIEW	3.8			10	2			

COMPETENCIES BY RANK ORDER
FOR TEACHERS IN D. A. C. IN 1981-82
(NUMBER OF TEACHERS RATED = 012)

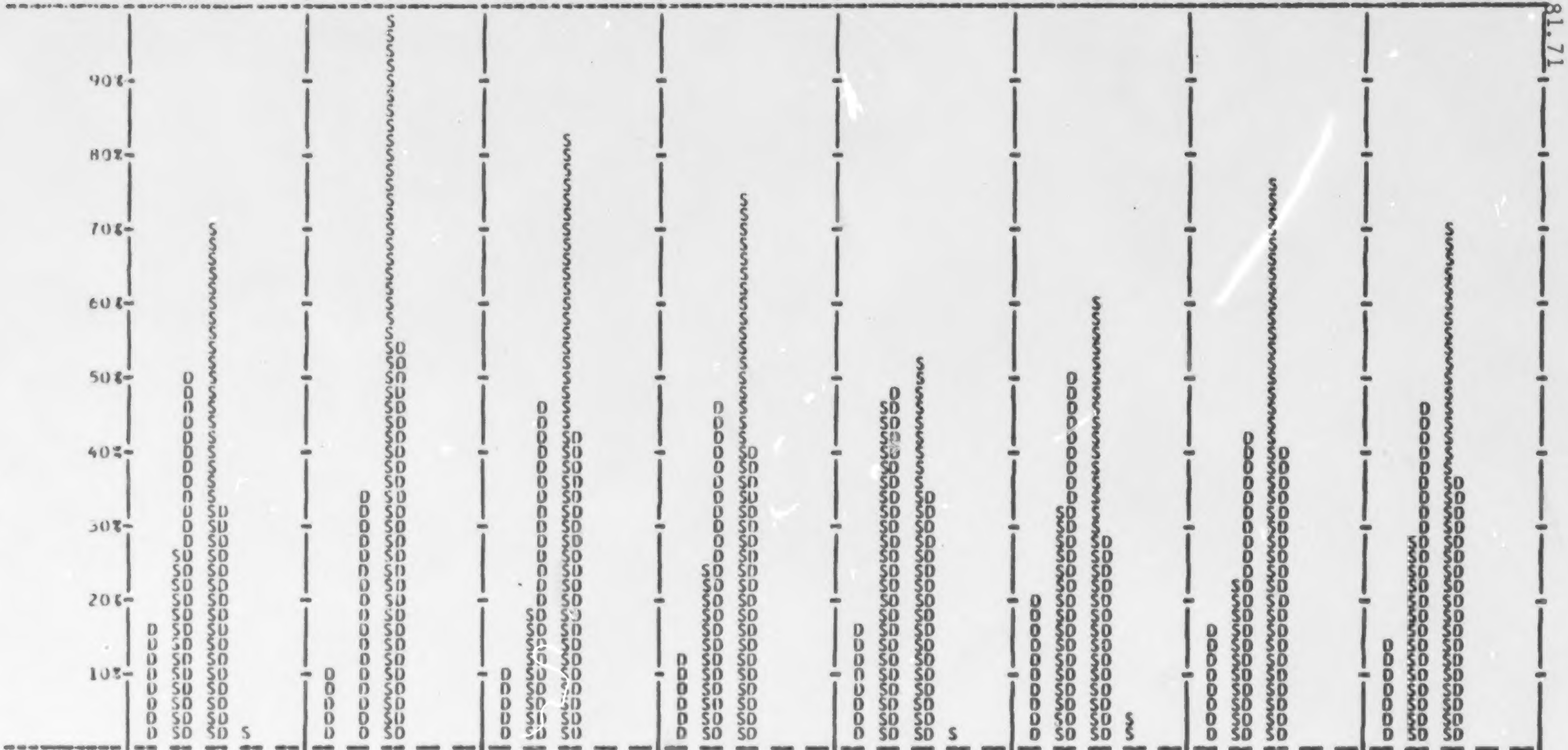
		MEAN RATING
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.25
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.17
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	4.17
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.17
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.17
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.09
IV7.	COORDINATES SPECIAL ED ACTIVITIES WITH TEACHERS/STAFF	4.08
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.08
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.08
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.08
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.08
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.08
IV2.	FLLWS FORMAL/INFORMAL DIAGN PROCEDURES IN ASSESSING STU	4.00
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.00
III4.	TREATS STUDENTS IMPARTIALLY	4.00
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.00
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.00
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.00
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.00
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.00
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.00
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	4.00
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.00
IA6.	SHOWS ENTHUSIASM FOR	4.00
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	4.00
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	4.00
IA3.	EXHIBITS POISE AND SELF-CONTROL	4.00
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.92
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.92
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.92
IV6.	CONDUCTS PARENT CONFERENCES EFFECTIVELY	3.89
IV8.	PARTICIPATES ACTIVELY/EFFECTIVELY IN EACH STU REVIEW	3.83
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.83
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.83
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.80
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.75
IA1.	IS PUNCTUAL	3.75
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.67
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.67
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.67
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.58
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.58
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.58
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.58
IV1.	ENSURES ALL STUDENTS HAVE INDIVIDUAL EDUCATIONAL PLANS	3.50
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.42
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.42
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.42
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.42
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	3.33
IV4.	INSTURCTS STU ACCORDING TO INDIV EDUCATIONAL PLAN	3.25
IV5.	FAMILIARITY WITH/UTILIZATION OF LOCAL RESOURCES	3.09
IV3.	EVALUATES ADN UPDATES INDIV STU PLANS REGULARLY	3.08
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.08

1981-82 SUMMARY OF SPECIAL ED EVALUATIONS FOR MARY LEE

(JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL SPECIAL ED TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

81.71



COMPETENCY CATEGORIES --->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS & SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDNT/TEACHER RELATIONSHIPS					SPECIAL ED COMPETENCIES					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	16	51	32	1	0	10	35	54	1	0	10	46	43	0	0	12	47	41	0	0	16	49	35	0	0	21	51	28	0	0	16	43	40	0	0	15	47	37	0	0
SCHOOL:	0	26	71	3	0	0	0	100	0	0	0	18	83	0	0	0	25	75	0	0	0	47	52	2	0	1	33	61	4	0	0	23	77	0	0	0	28	71	1	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS; TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 008

SUMMARY OF SPECIAL ED TEACHER EVALUATION RATINGS
FOR TEACHERS AT MARY LEE IN 1981-82
(NUMBER OF TEACHERS RATED = 008)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.2			19	51	2		
1. IS PUNCTUAL	3.0			1	6	1		
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.4			3	5			
3. EXHIBITS POISE AND SELF-CONTROL	3.3			3	4	1		
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.4			3	5			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.1			1	7			
6. SHOWS ENTHUSIASM FOR WORK	3.4			3	5			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.4			3	5			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.0				8			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.3			2	6			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.0				24			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.0				8			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.0				8			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.0				8			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.2			7	33			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.0				8			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.0				8			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.3			2	6			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.6			5	3			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.0				8			
IIB. INSTRUCTIONAL SKILLS	3.3	1		22	66			7
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.4			3	5			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.4			3	5			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.4			3	5			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.3			2	6			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.3	1		2	5			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.5			4	4			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.4			3	5			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.1			1	7			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.1			1	7			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.0				8			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.0				8			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.0				1			7
IIC. CLASSROOM MANAGEMENT SKILLS	3.5			30	33	1		
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.6			6	1	1		
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.4			3	5			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.5			4	4			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.4			3	5			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.8			6	2			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.4			3	5			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.6			5	3			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.0				8			

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V-15

SUMMARY OF SPECIAL ED TEACHER EVALUATION RATINGS
FOR TEACHERS AT MARY LEE IN 1981-82
(NUMBER OF TEACHERS RATED = 008)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
III. STUDENT/TEACHER RELATIONSHIPS	3.3		1	24	44	3		
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.1			1	7			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.3			2	6			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.1			3	3	2		
4. TREATS STUDENTS IMPARTIALLY	2.9				7	1		
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.0				8			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.9			7	1			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.5			4	4			
8. RESPECTS RTS OF STUDENTS. ENCOURAGES THEIR SENSE OF RESP	3.4			3	5			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.8		1	4	3			
IV. SPECIAL EDUCATION COMPETENCIES	3.2			13	44			7
1. ENSURES THAT ALL STUDENTSHAVE INDIVIDUAL EDUCATIONAL PLANS	3.4			3	5			
2. FLLWS FORMAL/INFORMAL DIAGN PROCEDURES IN ASSESSING STU	3.1			1	7			
3. EVALUATES AND UPDATES INDIV STU PLANS REGULARLY	3.0				8			
4. INSTRUCTS STU ACCORDING TO INDIV EDUCATIONAL PLAN	3.0				8			
5. FAMILIARITY WITH/UTILIZATION OF LOCAL RESOURCES	3.0				8			
6. CONDUCTS PARENT CONFERENCES EFFECTIVELY	3.0				1			7
7. COORDINATES SPECIAL ED ACTIVITIES WITH TEACHERS/STAFF	3.6			5	3			
8. PARTICIPATES ACTIVELY/EFFECTIVELY IN EACH STU REVIEW	3.5			4	4			

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COMPETENCIES BY RANK ORDER
FOR TEACHERS IN MARY LEE               IN 1981-82                         MEAN
(NUMBER OF TEACHERS RATED = 008)                                         RATING
                                                                         ------
 III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST            3.88
 III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING            3.75
 IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                        3.75
  IV7. COORDINATES SPECIAL ED ACTIVITIES WITH TEACHERS/STAFF              3.63
 IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                       3.63
 IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG            3.63
 IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION             3.63
  IV8. PARTICIPATES ACTIVELY/EFFECTIVELY IN EACH STU REVIEW               3.50
 III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS               3.50
 IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST                    3.50
 IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM             3.50
  IV1. ENSURES ALL STUDENTS HAVE INDIVIDUAL EDUCATIONAL PLANS             3.38
 III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP            3.38
 IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                          3.38
 IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT                   3.38
 IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS              3.38
 IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU             3.38
 IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES              3.38
 IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES               3.38
 IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                        3.38
  IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                              3.38
  IA6. SHOWS ENTHUSIASM FOR                                               3.38
  IA4. PRESENTS AN EFFECTIVE ROLE MODEL                                   3.38
  IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS                 3.38
 IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT                    3.29
 III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS                3.25
 IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT               3.25
 IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT               3.25
  IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS                3.25
  IA3. EXHIBITS POISE AND SELF-CONTROL                                    3.25
  IV2. FLLWS FORMAL/INFORMAL DIAGN PROCEDURES IN ASSESSING STU            3.13
 III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                       3.13
 III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                           3.13
 IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                       3.13
 IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING            3.13
  IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                            3.13
  IV6. CONDUCTS PARENT CONFERENCES EFFECTIVELY                            3.00
  IV5. FAMILIARITY WITH/UTILIZATION OF LOCAL RESOURCES                    3.00
  IV4. INSTURCTS STU ACCORDING TO INDIV EDUCATIONAL PLAN                  3.00
  IV3. EVALUATES ADN UPDATES INDIV STU PLANS REGULARLY                    3.00
 III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS              3.00
 IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK            3.00
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS            3.00
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY                     3.00
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG             3.00
 IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM             3.00
 IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS                  3.00
 IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                          3.00
  IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                             3.00
  IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE              3.00
  IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                          3.00
  IA8. DEMONSTRATES PROFESSIONAL GROWTH                                   3.00
  IA1. IS PUNCTUAL                                                        3.00
 III4. TREATS STUDENTS IMPARTIALLY                                        2.88
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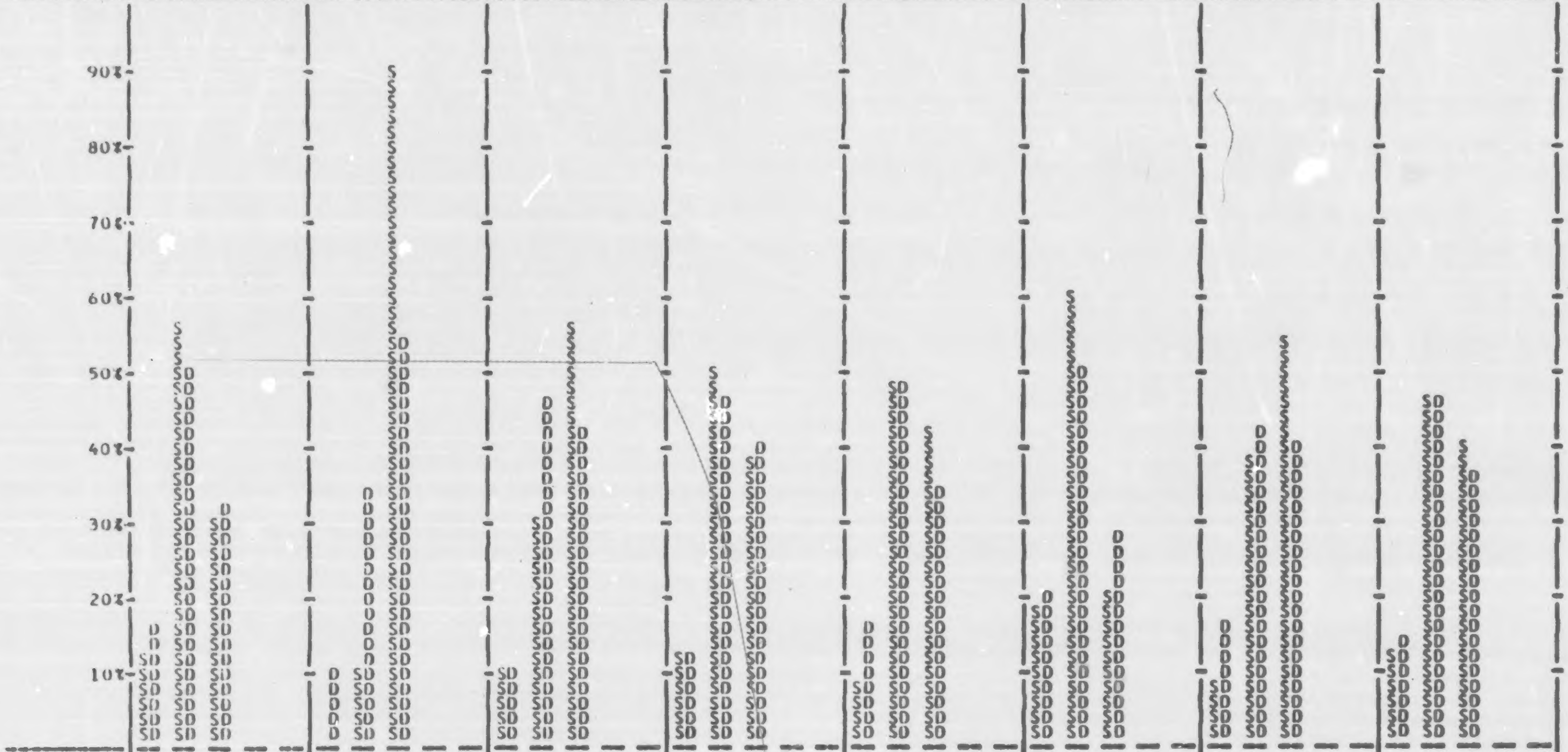
1981-82 SUMMARY OF SPECIAL ED EVALUATIONS FOR CRESTHAVEN

(JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL SPECIAL ED TEACHERS; "S" SHOWS THIS SCHOOL ONLY.



COMPETENCY CATEGORIES --->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS & SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDNT/TEACHER RELATIONSHIPS					SPECIAL ED COMPETENCIES					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	16	51	32	1	0	10	35	54	1	0	10	46	43	0	0	12	47	41	0	0	16	49	35	0	0	21	51	28	0	0	16	43	40	0	0	15	47	37	0	0
SCHOOL :	13	57	30	0	0	0	10	90	0	0	11	31	57	0	0	12	50	38	0	0	9	48	43	0	0	19	60	21	0	0	9	38	54	0	0	12	47	41	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 007

81.71

SUMMARY OF SPECIAL ED TEACHER EVALUATION RATINGS
FOR TEACHERS AT CRESTHAVEN IN 1981-82
(NUMBER OF TEACHERS RATED = 007)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA._PERSONAL_QUALITIES	3.8		8	36	19			
1. IS PUNCTUAL	3.6			4	3			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.1		1	6				
3. EXHIBITS POISE AND SELF-CONTROL	3.9		1	4	2			
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.7			5	2			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.9			6	1			
6. SHOWS ENTHUSIASM FOR WORK	3.9		2	2	3			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.0		2	3	2			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.4			3	4			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.0		2	3	2			
IB._PROCEDURAL_AND_RECORDKEEPING_SKILLS	3.1			2	19			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.0				7			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.1			1	6			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.1			1	6			
IIA._EXPERTISE_IN_BASIC_SKILLS_AND_SUBJECT_AREAS	3.5		4	11	20			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.1			1	6			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.0				7			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.0		1	5	1			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.3		3	3	1			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.3			2	5			
IIB._INSTRUCTIONAL_SKILLS	3.7		10	42	32			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.1		1	6				
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.1		1	6				
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.0		2	3	2			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.4		1	1	5			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.6			4	3			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.6			4	3			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.3		2	5				
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.3		3	3	1			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.6			4	3			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.1			1	6			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.7			5	2			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.0				7			
IIC._CLASSROOM_MANAGEMENT_SKILLS	3.7		5	26	23			2
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.1		1	6				
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.4			3	4			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.1			1	6			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.1			1	6			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.1		2	4	1			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.1		2	4	1			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.9			6	1			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.2			1	4			2

81.71

SUMMARY OF SPECIAL ED TEACHER EVALUATION RATINGS
FOR TEACHERS AT CRESTHAVEN IN 1981-82
(NUMBER OF TEACHERS RATED = 007)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
III. STUDENT/TEACHER RELATIONSHIPS	4.0		12	38	13			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.1		2	4	1			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.0		1	5	1			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.7		1	3	3			
4. TREATS STUDENTS IMPARTIALLY	3.6			4	3			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.4		4	2	1			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.0		1	5	1			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.9		1	4	2			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.0		1	5	1			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.1		1	6				
IV. SPECIAL EDUCATION COMPETENCIES	3.6		5	21	30			
1. ENSURES THAT ALL STUDENTSHAVE INDIVIDUAL EDUCATIONAL PLANS	3.4			3	4			
2. FLLWS FORMAL/INFORMAL DIAGN PROCEDURES IN ASSESSING STU	3.9		2	2	3			
3. EVALUATES AND UPDATES INDIV STU PLANS REGULARLY	3.1			1	6			
4. INSTRUCTS STU ACCORDING TO INDIV EDUCATIONAL PLAN	3.6			4	3			
5. FAMILIARITY WITH/UTILIZATION OF LOCAL RESOURCES	3.3			2	5			
6. CONDUCTS PARENT CONFERENCES EFFECTIVELY	3.0				7			
7. COORDINATES SPECIAL ED ACTIVITIES WITH TEACHERS/STAFF	4.1		2	4	1			
8. PARTICIPATES ACTIVELY/EFFECTIVELY IN EACH STU REVIEW	4.0		1	5	1			

81.71

V-20

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COMPETENCIES BY RANK ORDER
FOR TEACHERS IN CRESTHAVEN                IN 1981-82                  MEAN
(NUMBER OF TEACHERS RATED = 0071                                     RATING
                                                                     ------
 III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS          4.43
 IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING        4.29
 IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU         4.29
 IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION         4.29
  IV7. COORDINATES SPECIAL ED ACTIVITIES WITH TEACHERS/STAFF          4.14
 III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING        4.14
 III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                       4.14
 IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                      4.14
 IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                    4.14
 IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG        4.14
 IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES           4.14
 IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                    4.14
  IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS             4.14
  IV8. PARTICIPATES ACTIVELY/EFFECTIVELY IN EACH STU REVIEW           4.00
 III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP        4.00
 III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST        4.00
 III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS            4.00
 IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES          4.00
 IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT           4.00
  IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS            4.00
  IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                          4.00
  IV2. FLLWS FORMAL/INFORMAL DIAGN PROCEDURES IN ASSESSING STU        3.86
 III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS           3.86
 IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                   3.86
  IA6. SHOWS ENTHUSIASM FOR                                           3.86
  IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                        3.86
  IA3. EXHIBITS POISE AND SELF-CONTROL                                3.86
 III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                   3.71
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY                 3.71
  IA4. PRESENTS AN EFFECTIVE ROLE MODEL                               3.71
  IV4. INSTURCTS STU ACCORDING TO INDIV EDUCATIONAL PLAN              3.57
 III4. TREATS STUDENTS IMPARTIALLY                                    3.57
 IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                   3.57
 IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM         3.57
 IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT                3.57
  IA1. IS PUNCTUAL                                                    3.57
  IV1. ENSURES ALL STUDENTS HAVE INDIVIDUAL EDUCATIONAL PLANS         3.43
 IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS          3.43
 IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT           3.43
  IA8. DEMONSTRATES PROFESSIONAL GROWTH                               3.43
  IV5. FAMILIARITY WITH/UTILIZATION OF LOCAL RESOURCES                3.29
 IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM         3.29
 IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK        3.20
  IV3. EVALUATES ADN UPDATES INDIV STU PLANS REGULARLY                3.14
 IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT               3.14
 IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST                3.14
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG         3.14
 IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                      3.14
  IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                         3.14
  IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE          3.14
  IV6. CONDUCTS PARENT CONFERENCES EFFECTIVELY                        3.00
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS        3.00
 IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS              3.00
  IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                      3.00
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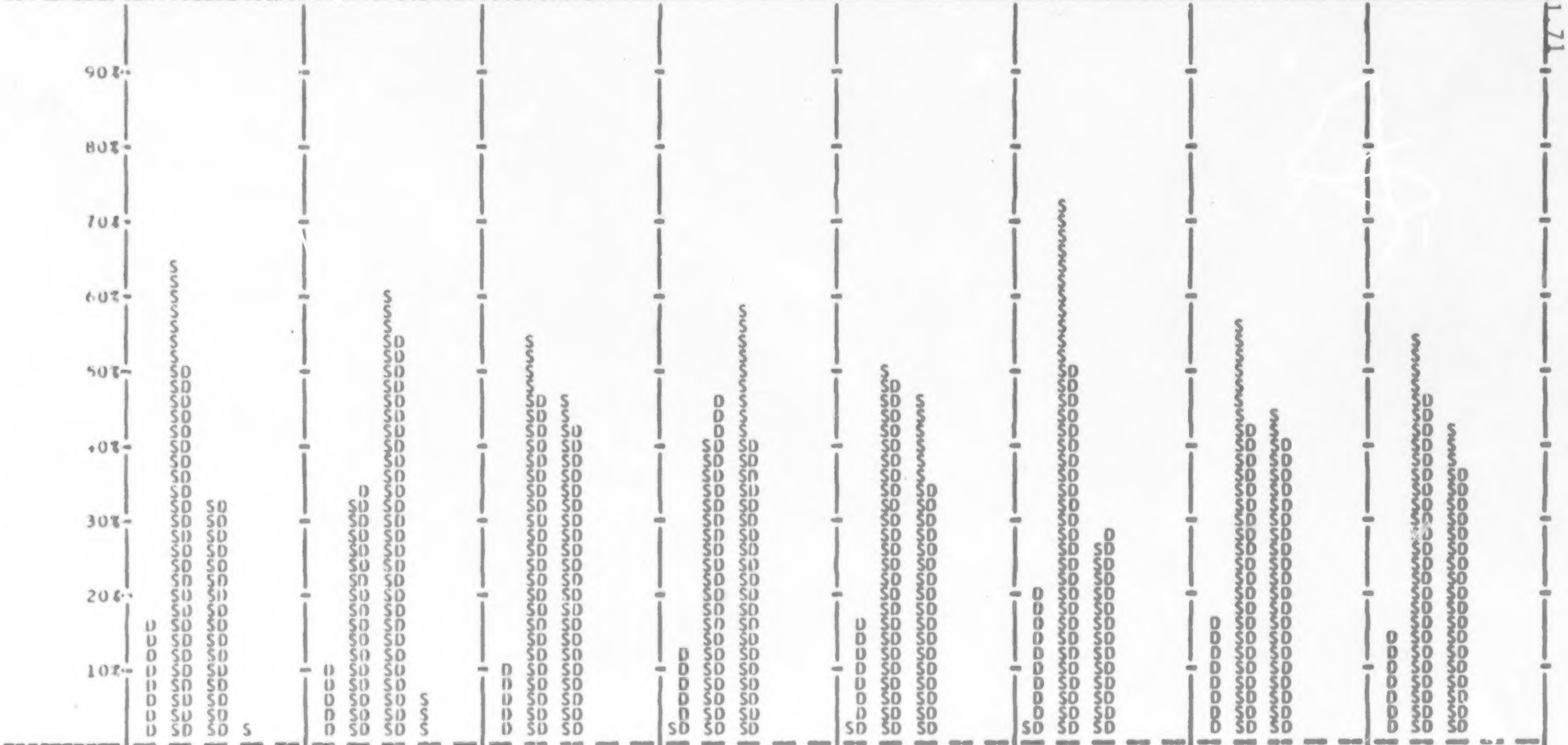
1981-82 SUMMARY OF SPECIAL ED EVALUATIONS FOR OTHER LOCATIONS

(JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL SPECIAL ED TEACHERS; "S" SHOWS THIS SCHOOL ONLY.



COMPETENCY CATEGORIES ---->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS & SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDNT/TEACHER RELATIONSHIPS					SPECIAL ED COMPETENCIES					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	16	51	32	1	0	10	35	54	1	0	10	46	43	0	0	12	47	41	0	0	16	49	35	0	0	21	51	28	0	0	16	43	40	0	0	15	47	37	0	0
SCHOOL:	0	64	33	2	0	0	33	60	7	0	0	54	46	0	0	2	40	58	0	0	3	50	47	0	0	2	72	26	0	0	0	56	44	0	0	1	55	43	1	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS; TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 005

SUMMARY OF SPECIAL ED TEACHER EVALUATION RATINGS
FOR TEACHERS AT OTHER LOCATIONS IN 1981-82
(NUMBER OF TEACHERS RATED = 005)

81.71

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.6			29	15	1		
1. IS PUNCTUAL	3.2			2	2	1		
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.4			2	3			
3. EXHIBITS POISE AND SELF-CONTROL	3.6			3	2			
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.6			3	2			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.6			3	2			
6. SHOWS ENTHUSIASM FOR WORK	3.8			4	1			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.8			4	1			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.6			3	2			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.0			5				
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.3			5	9	1		
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.0			1	3	1		
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.4			2	3			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.4			2	3			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.5			13	11			1
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.6			3	2			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.6			3	2			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.6			3	2			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.6			3	2			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.3			1	3			1
IIB. INSTRUCTIONAL SKILLS	3.4	8	1	20	29			2
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.2			1	4			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.4			2	3			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.4			2	3			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.2			1	4			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.3	2		1	2			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.8		1	2	2			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.0			5				
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.3	1		1	3			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.3	2		1	2			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.5	1		2	2			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.3	1		1	3			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.5	1		1	1			2
IIC. CLASSROOM MANAGEMENT SKILLS	3.6	1	1	19	18			1
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.6			3	2			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.4			2	3			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.4			2	3			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.2			1	4			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.0		1	3	1			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.8			4	1			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.5	1		2	2			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.5			2	2			1

SUMMARY OF SPECIAL ED TEACHER EVALUATION RATINGS
FOR TEACHERS AT OTHER LOCATIONS IN 1981-82
(NUMBER OF TEACHERS RATED = 005)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
III. STUDENT/TEACHER RELATIONSHIPS	3.8	2	1	31	11			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.8			4	1			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.0			5				
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.8			4	1			
4. TREATS STUDENTS IMPARTIALLY	3.8			4	1			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.6			3	2			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.8			4	1			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.[illegible]	1		2	2			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.6			3	2			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.0	1	1	2	1			
IV. SPECIAL EDUCATION COMPETENCIES	3.6	2		20	16			2
1. ENSURES THAT ALL STUDENTSHAVE INDIVIDUAL EDUCATIONAL PLANS	3.8			4	1			
2. FLLWS FORMAL/INFORMAL DIAGN PROCEDURES IN ASSESSING STU	3.4			2	3			
3. EVALUATES AND UPDATES INDIV STU PLANS REGULARLY	3.6			3	2			
4. INSTRUCTS STU ACCORDING TO INDIV EDUCATIONAL PLAN	3.6			3	2			
5. FAMILIARITY WITH/UTILIZATION OF LOCAL RESOURCES	3.0	1			4			
6. CONDUCTS PARENT CONFERENCES EFFECTIVELY	3.5	1		1	1			2
7. COORDINATES SPECIAL ED ACTIVITIES WITH TEACHERS/STAFF	3.6			3	2			
8. PARTICIPATES ACTIVELY/EFFECTIVELY IN EACH STU REVIEW	3.8			4	1			

81.71

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COMPETENCIES BY RANK ORDER
FOR TEACHERS IN OTHER LOCATIONS        IN 1981-82                    MEAN
(NUMBER OF TEACHERS RATED = 005)                                    RATING
                                                                    ------
 III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING       4.00
 III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS           4.00
 IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                   4.00
 IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU        4.00
  IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS           4.00
  IV8. PARTICIPATES ACTIVELY/EFFECTIVELY IN EACH STU REVIEW          3.80
  IV1. ENSURES ALL STUDENTS HAVE INDIVIDUAL EDUCATIONAL PLANS        3.80
 III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST       3.80
 III4. TREATS STUDENTS IMPARTIALLY                                   3.80
 III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                  3.80
 III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                      3.80
 IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                     3.80
 IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM        3.80
  IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                         3.80
  IA6. SHOWS ENTHUSIASM FOR                                          3.80
  IV7. COORDINATES SPECIAL ED ACTIVITIES WITH TEACHERS/STAFF         3.60
  IV4. INSTURCTS STU ACCORDING TO INDIV EDUCATIONAL PLAN             3.60
  IV3. EVALUATES ADN UPDATES INDIV STU PLANS REGULARLY               3.60
 III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP       3.60
 III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS         3.60
 IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG       3.60
 IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION        3.60
 IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT          3.60
 IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS             3.60
 IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                     3.60
  IA8. DEMONSTRATES PROFESSIONAL GROWTH                              3.60
  IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                       3.60
  IA4. PRESENTS AN EFFECTIVE ROLE MODEL                              3.60
  IA3. EXHIBITS POISE AND SELF-CONTROL                               3.60
  IV6. CONDUCTS PARENT CONFERENCES EFFECTIVELY                       3.50
 III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS          3.50
 IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK       3.50
 IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                  3.50
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS       3.50
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG        3.50
  IV2. FLLWS FORMAL/INFORMAL DIAGN PROCEDURES IN ASSESSING STU       3.40
 IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST               3.40
 IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS         3.40
 IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES         3.40
 IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES          3.40
  IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                        3.40
  IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE         3.40
  IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS            3.40
 IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                  3.33
 IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT               3.33
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY                3.25
 IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING       3.25
 IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM        3.25
 IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT              3.20
 IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT          3.20
 IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                   3.20
  IA1. IS PUNCTUAL                                                   3.20
  IV5. FAMILIARITY WITH/UTILIZATION OF LOCAL RESOURCES               3.00
  IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                     3.00
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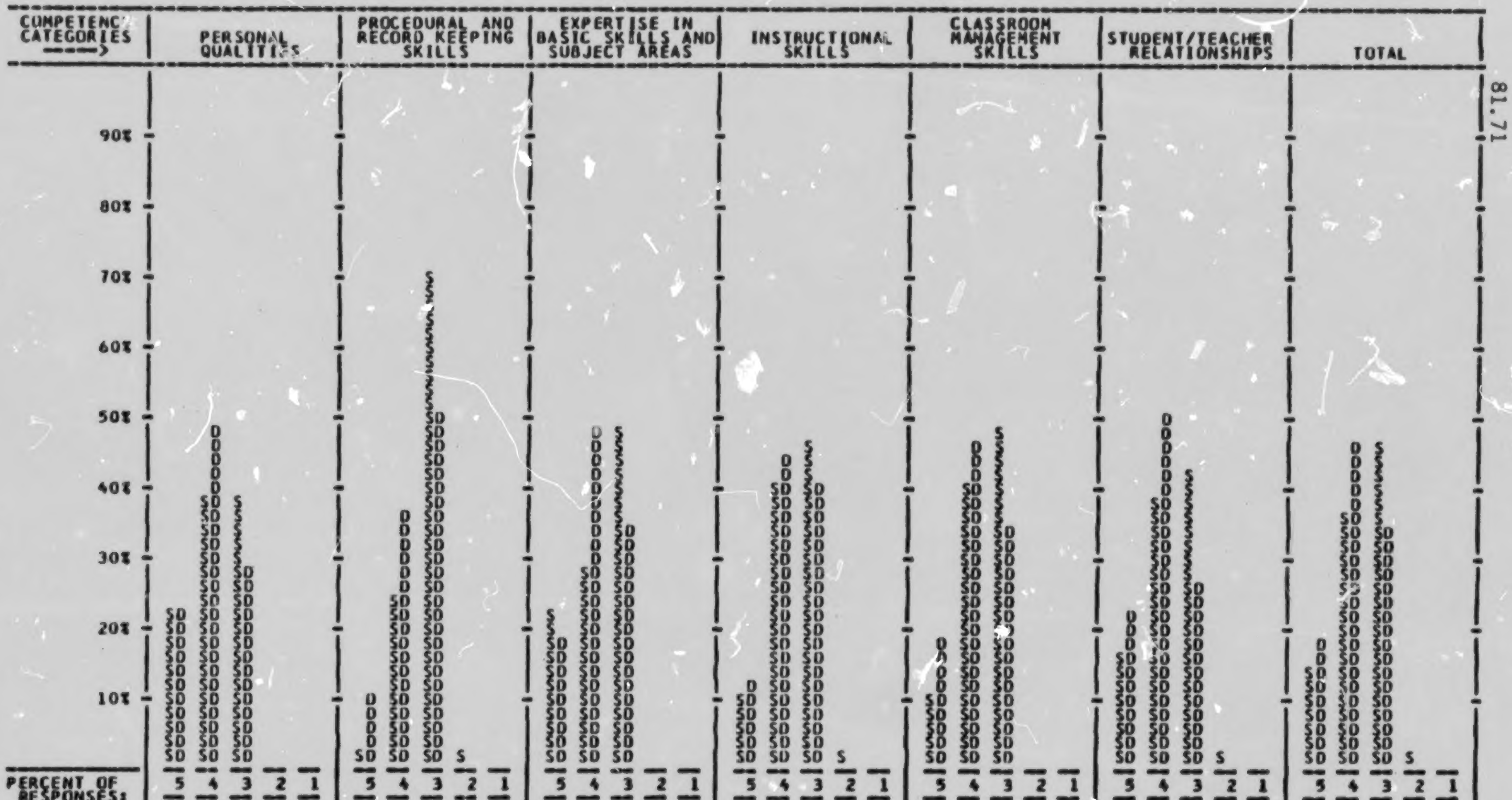
District Priorities

Appendix W

EVALUATION SUMMARIES: FOR EACH ELEMENTARY AND SECONDARY CAMPUS

1981-82 SUMMARY OF TEACHER EVALUATIONS FOR ANDERSON HIGH SCHOOL (JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURE: FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.



PERCENT OF RESPONSES:	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	23	49	28	0	0	11	37	51	1	0	18	48	34	0	0	13	45	41	1	0	18	47	34	1	0	22	50	26	1	0	18	47	34	1	0
SCHOOL:	22	38	39	1	0	3	25	70	2	0	22	29	49	0	0	11	40	47	3	0	10	41	48	1	0	16	39	43	2	0	14	37	47	2	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 042

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT ANDERSON HIGH SCHOOL IN 1981-82
(NUMBER OF TEACHERS RATED = 042)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.8		82	144	147	4		
1. IS PUNCTUAL	3.6		4	18	20			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.8		9	17	14	2		
3. EXHIBITS POISE AND SELF-CONTROL	3.9		12	15	14	1		
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.8		10	13	19			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.7		8	14	19			
6. SHOWS ENTHUSIASM FOR WORK	4.1		16	13	13			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.0		13	15	14			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.6		4	18	20			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.8		6	21	14	1		
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.3		4	32	88	2		
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.3		1	11	29	1		
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.3		1	11	30			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.3		2	10	29	1		
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.7		47	60	102	1		
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.3		4	5	33			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.5		8	3	31			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.9		10	17	14	1		
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.9		6	24	12			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.2		19	11	12			
IIB. INSTRUCTIONAL SKILLS	3.6		53	199	238	13		
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.5		1	20	21			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.9		7	23	11	1		
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.5		5	12	24	1		
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.1		13	21	7	1		
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.3		3	10	25	4		
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.9		9	20	12	1		
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.8		9	15	17	1		
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.5		3	16	22	1		
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.3			11	30			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.5			23	19			
11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.6		3	19	17	1		
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.2			9	31	2		
IIC. CLASSROOM MANAGEMENT SKILLS	3.6		32	138	161	4		
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.0		10	21	10	1		
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.5		1	20	20	1		
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.7		4	21	16	1		
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.5		2	17	23			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.7		5	18	19			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.4		2	11	28			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.7		4	22	15	1		
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.4		4	8	30			
III. STUDENT/TEACHER RELATIONSHIPS	3.7		60	147	163	8		
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.7		5	18	19			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.8		11	13	18			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.5		4	15	21	2		
4. TREATS STUDENTS IMPARTIALLY	3.5		4	13	24	1		
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.8		8	17	16	1		
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.6		4	18	18	2		
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.7		7	17	18			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.7		7	15	19	1		
9. I[illegible] ARO[illegible] THE [illegible] TO [illegible] LIT[illegible] ND [illegible] AL [illegible] ING	[illegible]		[illegible]	[illegible]	[illegible]	1		

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COMPETENCIES BY RANK ORDER
FOR TEACHERS AT ANDERSON HIGH SCHOOL IN 1981-82 IN 1981-82
(NUMBER OF TEACHERS RATED = 042)                                        RATING
                                                                        ------
  IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM           4.17
  IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT             4.10
   IA6. SHOWS ENTHUSIASM FOR WORK                                        4.07
   IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                            3.98
  III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING          3.95
  IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG          3.95
   IA3. EXHIBITS POISE AND SELF-CONTROL                                  3.90
  IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM           3.88
  IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES             3.86
  IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION           3.86
  IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT             3.86
  III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS              3.83
   IA4. PRESENTS AN EFFECTIVE ROLE MODEL                                 3.79
   IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS               3.79
  III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS            3.76
  IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU           3.76
   IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS              3.76
  III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS             3.74
   IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                          3.73
  IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                     3.69
  III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP          3.67
  III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                         3.67
  IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                      3.67
  IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST                  3.67
   IA8. DEMONSTRATES PROFESSIONAL GROWTH                                 3.62
   IA1. IS PUNCTUAL                                                      3.62
  III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST          3.57
 IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY                   3.57
 IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG           3.55
  IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                      3.52
  III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                     3.50
  IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT                 3.50
  IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS            3.50
  IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING          3.50
  IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES            3.50
  III4. TREATS STUDENTS IMPARTIALLY                                      3.49
  IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS                3.45
  IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK          3.38
  IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                        3.37
  IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                        3.31
   IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                           3.31
   IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE            3.31
  IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT                  3.29
   IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                        3.29
  IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                     3.27
 IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS          3.17
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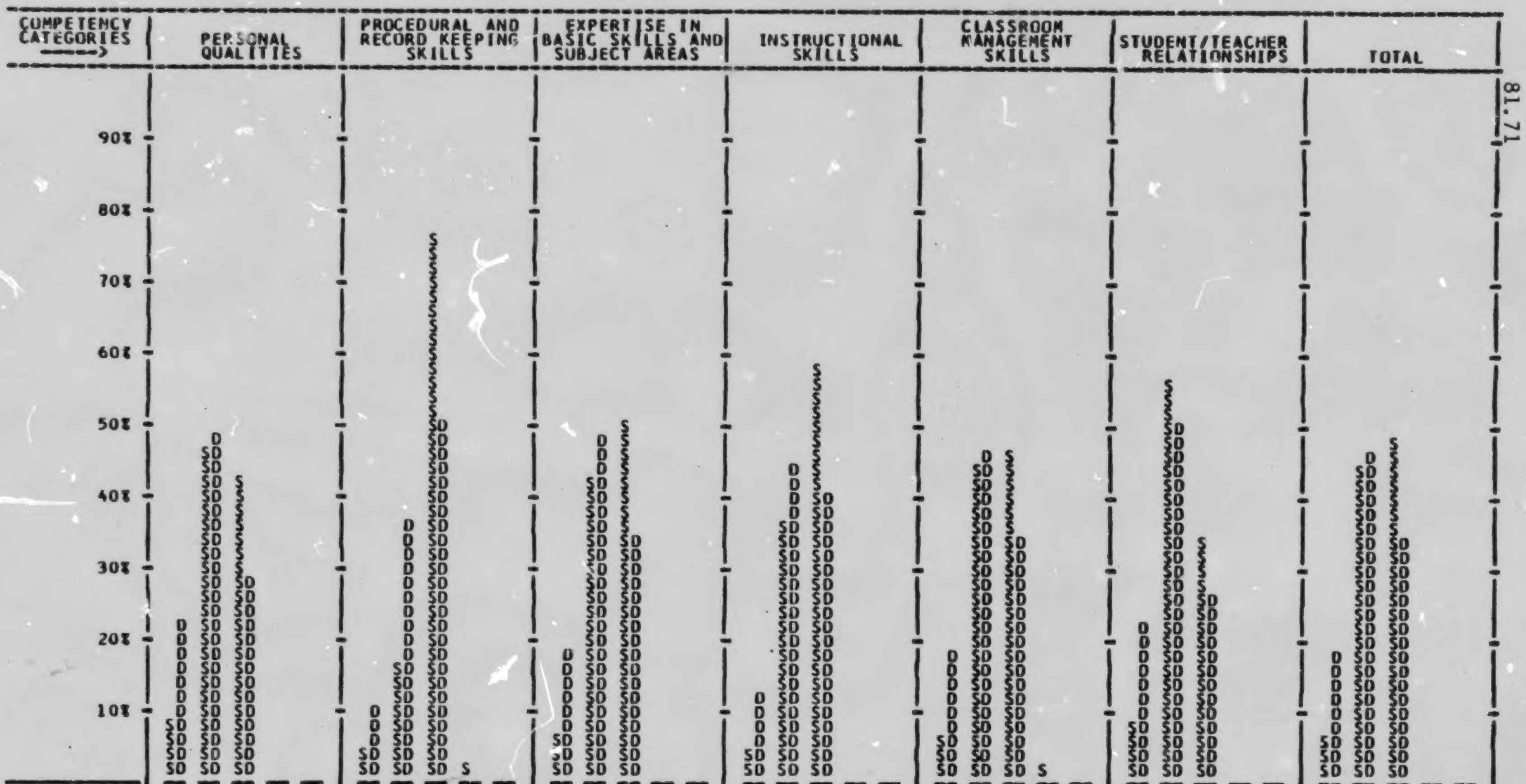
1981-82 SUMMARY OF TEACHER EVALUATIONS FOR AUSTIN HIGH SCHOOL

(JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

81.71

W-5



PERCENT OF RESPONSES:	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	23	49	28	0	0	11	37	51	1	0	18	48	34	0	0	13	45	41	1	0	18	47	34	1	0	22	50	26	1	0	18	47	34	1	0
SCHOOL:	9	47	43	0	0	4	17	76	3	0	7	43	50	0	0	5	37	58	1	0	7	45	46	2	0	9	57	34	0	0	7	44	49	1	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS: TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 035

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT AUSTIN HIGH SCHOOL IN 1981-82
(NUMBER OF TEACHERS RATED = 035)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA._PERSONAL_QUALITIES	3.7		29	149	136	1		
1. IS PUNCTUAL	3.6		4	14	16	1		
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.4		2	11	22			
3. EXHIBITS POISE AND SELF-CONTROL	3.9		3	25	7			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.0		6	22	7			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.5			17	18			
6. SHOWS ENTHUSIASM FOR WORK	3.7		5	15	15			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.8		4	19	12			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.4		3	9	23			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.6		2	17	16			
IB._PROCEDURAL_AND_RECORDKEEPING_SKILLS	3.2		4	18	80	3		
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.3		2	6	26	1		
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.1		1	5	27	2		
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.3		1	7	27			
IIA._EXPERTISE_IN_BASIC_SKILLS_AND_SUBJECT_AREAS	3.6		13	75	87			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.3		2	6	27			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.3			10	25			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.1		7	25	3			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.7		3	17	15			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.5		1	17	17			
IIB._INSTRUCTIONAL_SKILLS	3.4		19	152	242	3		3
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.4			13	21			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.5			17	18			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.5		2	16	16	1		
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.7		2	19	14			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.4		4	8	22	1		
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.7		2	19	14			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.5		1	16	18			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.7		6	12	16	1		
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.4		1	11	23			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.2			8	26			1
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.2			7	27			1
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.2		1	6	27			1
IIC._CLASSROOM_MANAGEMENT_SKILLS	3.6		20	126	128	5		
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.9		6	20	8			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.6		2	19	13	1		
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.7		4	19	9	3		
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.5		2	14	19			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.6		1	18	16			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.5		3	10	22			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.6		2	17	15	1		
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.3			9	26			
III._STUDENT/TEACHER_RELATIONSHIPS	3.7		27	181	107			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.7		3	18	14			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.8		3	22	10			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.8			28	7			
4. TREATS STUDENTS IMPARTIALLY	3.7			26	9			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.8		5	17	13			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.7		4	17	14			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.7		3	19	13			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.7		4	16	15			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.8		5	18	12			

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COMPETENCIES BY RANK ORDER
FOR TEACHERS AT AUSTIN HIGH SCHOOL IN 1981-82   IN 1981-82
(NUMBER OF TEACHERS RATED = 03[illegible]                       RATING
                                                               ------
IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT      4.11
 IA4. PRESENTS AN EFFECTIVE ROLE MODEL                          3.97
IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG   3.94
 IA3. EXHIBITS POISE AND SELF-CONTROL                           3.89
III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING   3.80
III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS              3.80
III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS       3.80
III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS     3.77
 IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                     3.77
III4. TREATS STUDENTS IMPARTIALLY                               3.74
III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS      3.71
III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST   3.71
 IA6. SHOWS ENTHUSIASM FOR WORK                                 3.71
III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP   3.69
III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                  3.69
IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST           3.69
IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING   3.66
IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM    3.66
IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT      3.66
IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION    3.66
IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS     3.63
 IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS       3.60
 IA1. IS PUNCTUAL                                               3.60
IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES              3.57
IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES               3.57
IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES     3.54
IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM    3.54
IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT          3.51
IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU    3.51
IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES      3.49
 IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                   3.49
IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                 3.46
IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT           3.43
 IA8. DEMONSTRATES PROFESSIONAL GROWTH                          3.43
 IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS        3.43
IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES               3.38
IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES              3.37
IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS         3.29
IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                 3.29
IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK   3.26
 IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                    3.26
 IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                 3.26
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS  3.24
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG   3.24
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY           3.21
 IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE     3.14
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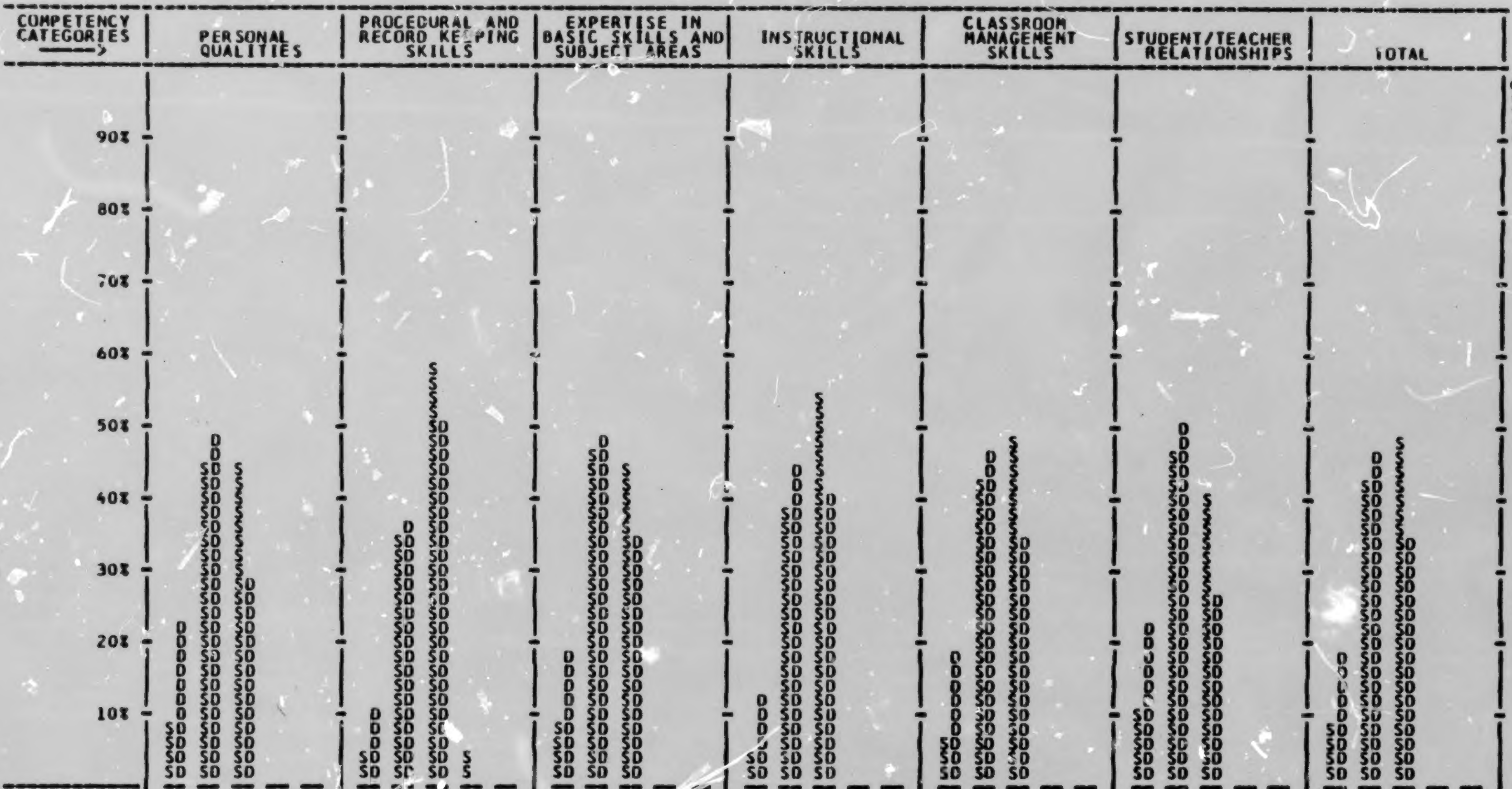
W-7

1981-82 SUMMARY OF TEACHER EVALUATIONS FOR CROCKETT HIGH SCHOOL

(JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.



PERCENT OF RESPONSES:	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
	5	4	3	2	1	5	4	3	2	1	5	4	3	[illegible]	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	23	49	28	0	0	11	37	51	1	0	[illegible]	[illegible]	34	0	0	13	45	41	1	0	18	47	34	1	0	22	50	26	1	0	18	47	34	1	0
SCHOOL:	9	45	44	1	0	4	34	58	4	1	8	47	45	0	0	5	39	55	1	0	7	43	49	1	0	11	47	40	1	0	8	43	48	1	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 055

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT CROCKETT HIGH SCHOOL IN 1981-82
(NUMBER OF TEACHERS RATED = 055)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.6	6	46	221	216	4		
1. IS PUNCTUAL	3.4		2	21	31	1		
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.6		3	25	27			
3. EXHIBITS POISE AND SELF-CONTROL	3.6		4	23	27			
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.6		3	28	22	2		
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.5		5	20	28	1		
6. SHOWS ENTHUSIASM FOR WORK	3.9		11	30	14			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.8		8	27	20			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.7	6	5	26	18			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.6		5	21	29			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.4		7	56	95	6	1	
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.4		3	17	33	2		
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.3		3	17	30	4	1	
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.4		1	22	32			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.6	12	21	121	117	1		3
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.5		1	25	28	1		
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.4	11	4	8	29			3
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.9		10	32	13			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.7		2	34	19			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.6	1	4	22	28			
IIB. INSTRUCTIONAL SKILLS	3.5	4	35	256	357	5		2
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.3		1	16	36	2		
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.5		2	21	31			1
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.8		8	29	18			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.5		3	21	31			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.3	2	2	13	36			1
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.7		5	29	21			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.6		3	26	26			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.5		5	20	29	1		
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.6		3	25	27			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.4	1	[illegible]	20	33			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.4		[illegible]	20	34			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.3	1	1	16	35	2		
IIC. CLASSROOM MANAGEMENT SKILLS	3.6	5	32	180	208	6		1
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.9		9	30	16			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.5		3	21	30	1		
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.6		4	27	23	1		
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.4		1	19	35			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.7		9	24	21	1		
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.4		2	19	33	1		
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.7		3	36	15	1		
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.3	5	1	12	35	1		1
III. STUDENT/TEACHER RELATIONSHIPS	3.7		56	233	199	7		
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.7		8	24	22	1		
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.7		6	26	22	1		
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.7		5	31	17	2		
4. TREATS STUDENTS IMPARTIALLY	3.6		3	29	23			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.5		2	26	27			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.8		11	23	19	2		
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.7		8	25	22			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.7		6	28	21			
[illegible]. M[illegible] ARO[illegible] THE [illegible] TO [illegible]LITA[illegible] NDI[illegible]AL L[illegible]ING	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]

81.71

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COMPETENCIES BY RANK ORDER
FOR TEACHERS AT CROCKETT HIGH SCHOOL IN 1981-82 IN 1981-82
(NUMBER OF TEACHERS RATED = 055)                               RATING
                                                               ------
 IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT     3.95
  IA6. SHOWS ENTHUSIASM FOR WORK                                3.95
 IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG  3.87
 IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES    3.82
 III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST  3.78
  IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                    3.78
 III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS     3.75
 IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES             3.75
 IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES              3.75
 III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP  3.73
  IA8. DEMONSTRATES PROFESSIONAL GROWTH                         3.73
 III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS             3.71
 III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                 3.71
 IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM   3.71
 IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION   3.69
 III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS      3.67
 III4. TREATS STUDENTS IMPARTIALLY                              3.64
 III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING  3.62
 IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST          3.62
 IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU   3.58
  IA4. PRESENTS AN EFFECTIVE ROLE MODEL                         3.58
  IA3. EXHIBITS POISE AND SELF-CONTROL                          3.57
 IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES             3.56
 IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM   3.56
  IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS      3.56
  IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS       3.56
 III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS    3.55
  IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                  3.54
 IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING  3.53
 IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT     3.49
 IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS    3.47
 IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                3.47
 IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES     3.46
  IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                   3.44
  IA1. IS PUNCTUAL                                              3.44
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG   3.41
 IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                3.40
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY           3.40
 IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS        3.39
 IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT         3.38
  IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                3.38
 IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT          3.33
  IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE    3.31
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS  3.30
 IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES              3.29
 IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK  3.27
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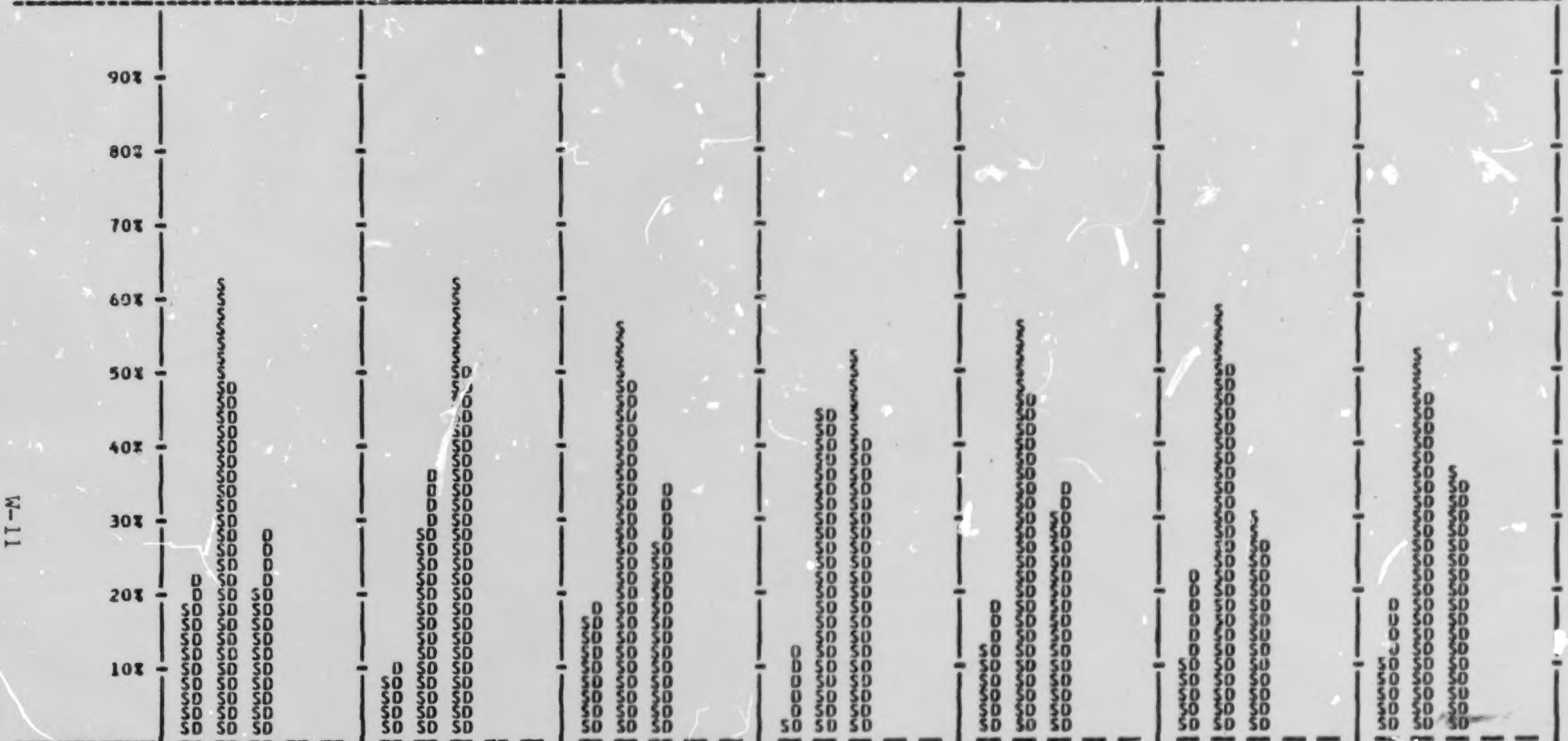
W-10

1981-82 SUMMARY OF TEACHER EVALUATIONS FOR JOHNSTON HIGH SCHOOL

(JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.



COMPETENCY CATEGORIES ——>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	23	49	28	0	0	11	37	51	1	0	18	48	34	0	0	13	45	41	1	0	18	47	34	1	0	22	50	26	1	0	18	47	34	1	0
SCHOOL:	18	62	20	0	0	8	29	63	0	0	17	56	26	0	0	3	45	52	0	0	13	56	31	1	0	11	58	31	0	0	11	53	36	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS: TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 038

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT JOHNSTON HIGH SCHOOL IN 1981-82
(NUMBER OF TEACHERS RATED = 039)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.0		62	211	69			
1. IS PUNCTUAL	3.8		10	11	17			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.9		10	14	14			
3. EXHIBITS POISE AND SELF-CONTROL	4.2		8	28	2			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.1		8	25	5			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.0		8	23	7			
6. SHOWS ENTHUSIASM FOR WORK	4.1		6	28	4			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.9		4	28	6			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.9		4	27	7			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.9		4	27	7			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.4		9	33	72			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.4		2	13	23			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.4		3	9	26			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.5		4	11	23			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.9		33	107	50			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.9		6	22	10			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.8		5	20	13			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.2		15	17	6			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.0		3	31	4			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.7		4	17	17			
IIB. INSTRUCTIONAL SKILLS	3.5		15	203	236	1		
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.4		1	13	24			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.5		2	15	21			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.7		3	21	14			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.6		1	22	15			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.4		2	14	21	1		
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.6		1	20	17			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.8		1	30	7			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.6		2	17	19			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.6		1	20	17			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.3			13	25			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.4		1	12	25			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.2			6	31			
IIC. CLASSROOM MANAGEMENT SKILLS	3.8		39	169	93	3		
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.9		6	23	9			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.0		6	25	7			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.1		7	28	3			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.6		2	18	18			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.1		9	24	5			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.6		2	21	14	1		
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.8		4	23	10	1		
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.3		3	7	27	1		
III. STUDENT/TEACHER RELATIONSHIPS	3.8		37	198	106	1		
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.8		5	22	11			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.7		4	20	14			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.8		5	21	12			
4. TREATS STUDENTS IMPARTIALLY	3.9		4	27	7			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.9		5	25	8			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.9		4	28	6			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.6		2	17	19			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.6		3	17	18			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.8		5	21	11	1		

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COMPETENCIES BY RANK ORDER
FOR TEACHERS AT JOHNSTON HIGH SCHOOL IN 1981-82 IN 1981-82
(NUMBER OF TEACHERS RATED = 038)                                   RATING
                                                                   ------
 IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT         4.24
  IA3. EXHIBITS POISE AND SELF-CONTROL                              4.16
 IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                  4.11
 IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST              4.11
  IA4. PRESENTS AN EFFECTIVE ROLE MODEL                             4.08
  IA6. SHOWS ENTHUSIASM FOR WORK                                    4.05
  IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                      4.03
 IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS        3.97
 IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION       3.97
 III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST      3.95
  IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                        3.95
 III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS        3.92
 III4. TREATS STUDENTS IMPARTIALLY                                  3.92
 IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG      3.92
  IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS          3.92
  IA8. DEMONSTRATES PROFESSIONAL GROWTH                             3.92
 IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                    3.89
  IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS           3.89
 III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                     3.84
 IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU       3.84
 III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                 3.82
  IA1. IS PUNCTUAL                                                  3.82
 III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING      3.79
 IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                 3.79
 IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS            3.79
 III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS          3.74
 IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES        3.71
 IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM       3.66
 IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                    3.63
 IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT         3.63
 III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP      3.61
 IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT             3.58
 IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                 3.58
 IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM       3.58
 III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS         3.55
 IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING      3.55
 IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES         3.50
  IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                       3.50
 IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT              3.45
  IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                    3.45
 IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                  3.39
  IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE        3.39
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY               3.37
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG       3.34
 IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK      3.32
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS      3.16
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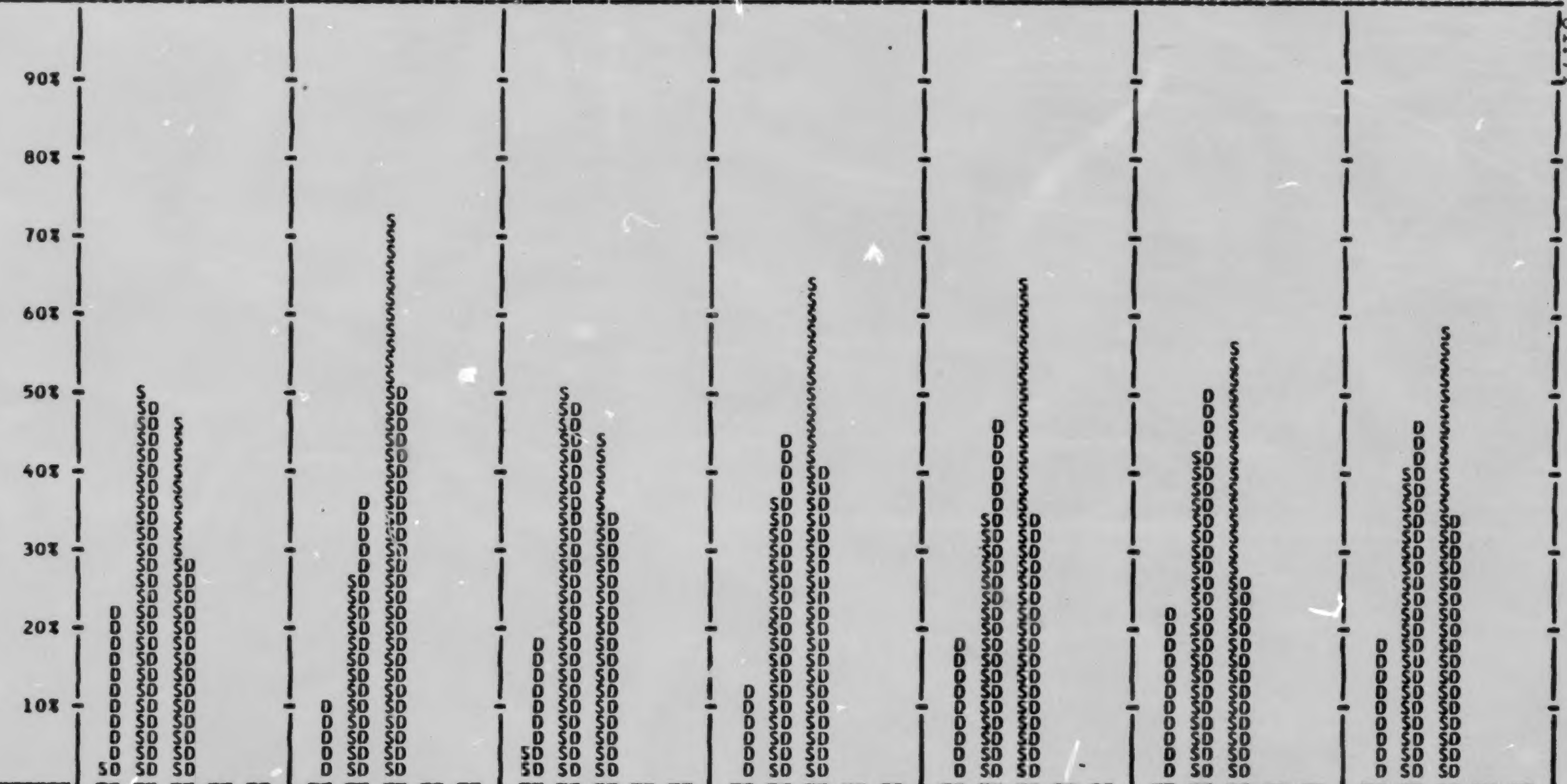
1981-82 SUMMARY OF TEACHER EVALUATIONS FOR LANIER HIGH SCHOOL (JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

81.71

W-14



COMPETENCY CATEGORIES ——>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	23	49	28	0	0	11	37	51	1	0	18	48	34	0	0	13	45	41	1	0	18	47	34	1	0	22	50	26	1	0	18	47	34	1	0
SCHOOL:	3	50	46	0	0	0	27	73	0	0	4	51	45	0	0	0	36	64	0	0	0	35	64	0	0	0	43	57	0	0	1	41	58	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS: TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 030

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT LANIER HIGH SCHOOL IN 1981-82
(NUMBER OF TEACHERS RATED = 030)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.6	5	9	132	123	1		
1. IS PUNCTUAL	3.5		1	14	14	1		
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.5			16	14			
3. EXHIBITS POISE AND SELF-CONTROL	3.6			19	11			
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.4		1	10	19			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.6			17	13			
6. SHOWS ENTHUSIASM FOR WORK	3.8		3	19	8			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.6		2	14	14			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.4	5		11	14			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.5		2	12	16			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.3			24	66			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.2			7	23			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.2			7	23			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.3			10	20			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.6	1	6	76	67			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.8		2	20	8			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.4	1	1	10	18			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.8		2	20	8			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.5		1	14	15			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.4			12	18			
IIB. INSTRUCTIONAL SKILLS	3.4	6		126	227			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.3			10	20			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.3			8	21			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECH, AND ACTIVITIES	3.5			15	15			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.5			14	16			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.2			7	23			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.5			15	15			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.5			16	14			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.4			11	19			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.2			5	25			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.4	2		11	17			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.4	2		10	18			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.1	2		4	24			
IIC. CLASSROOM MANAGEMENT SKILLS	3.4		1	84	154	1		
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.6		1	18	10	1		
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.4			13	17			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.5			16	14			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.2			6	24			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.2			7	23			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.2			5	25			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.4			12	18			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.2			7	23			
III. STUDENT/TEACHER RELATIONSHIPS	3.4			115	155			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.4			11	19			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.2			7	23			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.5			15	15			
4. TREATS STUDENTS IMPARTIALLY	3.5			15	15			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.5			14	16			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.5			14	16			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.4			11	19			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.6			17	13			
9. [illegible] ARE [illegible] THE [illegible] TO [illegible] LIT [illegible] ND [illegible] AL [illegible] ING	[illegible]			[illegible]	[illegible]			

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COMPETENCIES BY RANK ORDER
FOR TEACHERS AT LANIER HIGH SCHOOL IN 1981-82   IN 1981-82
(NUMBER OF TEACHERS RATED = 030)                                      RATING
                                                                      ------
  IA6. SHOWS ENTHUSIASM FOR WORK                                       3.83
 IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT            3.80
 IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                       3.80
 IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG         3.63
  IA3. EXHIBITS POISE AND SELF-CONTROL                                 3.63
  IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                           3.60
 III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP         3.57
  IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                         3.57
 IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST                 3.53
 IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU          3.53
 IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION          3.53
  IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS             3.53
  IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS              3.53
 III4. TREATS STUDENTS IMPARTIALLY                                     3.50
 III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                    3.50
 IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM          3.50
 IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES           3.50
  IA1. IS PUNCTUAL                                                     3.50
 III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST         3.47
 III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS           3.47
 IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT            3.47
  IA8. DEMONSTRATES PROFESSIONAL GROWTH                                3.44
 IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS           3.43
 IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS               3.41
 IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                    3.40
 IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM          3.40
  IA4. PRESENTS AN EFFECTIVE ROLE MODEL                                3.40
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG          3.39
 III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING         3.37
 III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS            3.37
 III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                        3.37
 IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING         3.37
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY                  3.36
 IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                     3.33
  IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                          3.33
 IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES            3.28
 III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS             3.23
 IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK         3.23
 IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                     3.23
 IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT                 3.23
  IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE           3.23
  IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                       3.23
 IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT                3.20
 IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                       3.17
 IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                    3.17
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS         3.14
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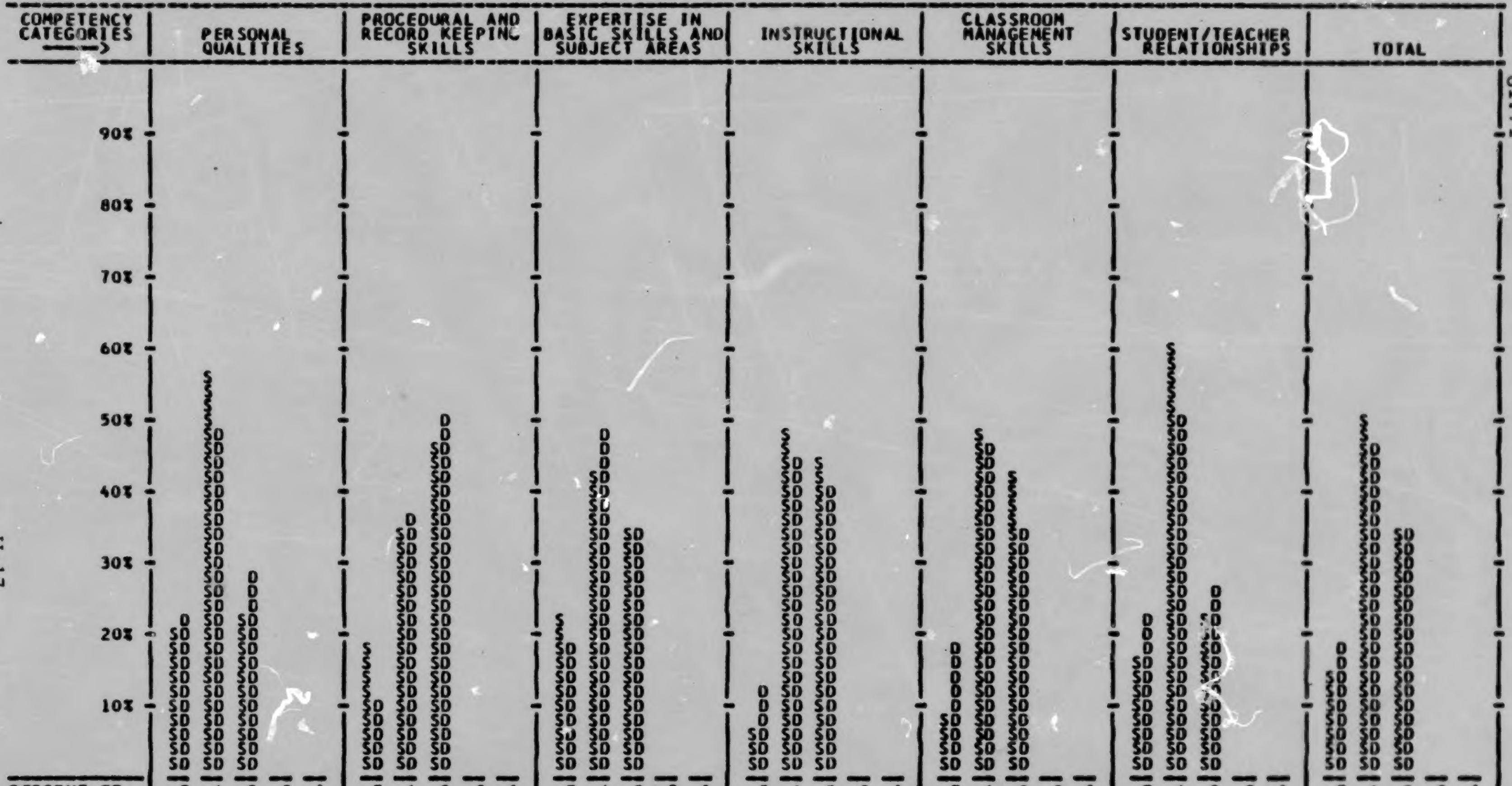
V-16

5

1981-82 SUMMARY OF TEACHER EVALUATIONS FOR L.B.J. HIGH SCHOOL

(JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.



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W-17

PERCENT OF RESPONSES:	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD	23	49	28	0	0	11	37	51	1	0	18	48	34	0	0	13	45	41	1	0	18	47	34	1	0	22	50	26	1	0	18	47	34	1	0
SCHOOL:	21	57	22	0	0	19	34	46	0	0	22	43	34	0	0	7	48	45	0	0	8	49	42	1	0	17	60	22	0	0	15	51	34	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 036

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT L.B.J. HIGH SCHOOL IN 1981-82
(NUMBER OF TEACHERS RATED = 03[illegible])

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.0	1	68	163	72			
1. IS PUNCTUAL	4.0		10	16	10			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.2		12	20	4			
3. EXHIBITS POISE AND SELF-CONTROL	4.0		8	20	8			
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.8		3	23	10			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.1		8	22	6			
6. SHOWS ENTHUSIASM FOR WORK	4.1	1	8	23	4			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.9		4	23	9			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.8		8	13	15			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.0		7	23	6			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.7		21	37	50			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.7		6	12	18			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.8		8	13	15			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.7		7	12	17			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.9		40	78	62			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.8		8	13	15			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.8		9	10	17			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.1		10	20	6			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.8		3	21	12			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.9		10	14	12			
IIB. INSTRUCTIONAL SKILLS	3.6		32	207	192			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.5		1	17	18			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.6		2	17	17			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.8		4	19	13			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.8		5	17	14			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.5		3	13	19			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.9		2	29	5			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.7		3	20	13			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.5		3	13	20			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.6		1	19	16			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.7		3	20	13			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.5		2	15	19			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.4		3	8	25			
IIC. CLASSROOM MANAGEMENT SKILLS	3.6		24	140	122	2		
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.8		6	19	10	1		
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.8		4	21	11			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.6		3	15	18			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.5		1	17	18			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.8		5	18	13			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.6		1	21	14			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.8		4	19	13			
[illegible] PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.3			10	25	1		
III. STUDENT/TEACHER RELATIONSHIPS	4.0		56	196	72			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.9		3	25	8			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.0		5	25	6			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.0		7	21	8			
4. TREATS STUDENTS IMPARTIALLY	4.0		9	18	9			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.1		10	18	8			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.8		3	23	10			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.9		4	24	8			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.1		8	24	4			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.9		7	18	11			

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COMPETENCIES BY RANK ORDER
FOR TEACHERS AT L.B.J. HIGH SCHOOL IN 1981-82   IN 1981-82
(NUMBER OF TEACHERS RATED = 036)                                       RATING
                                                                       ------
  IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS               4.22
 III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP          4.11
 IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT             4.11
  IA6. SHOWS ENTHUSIASM FOR WORK                                        4.11
 III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS            4.06
  IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                          4.06
  IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS              4.03
 III4. TREATS STUDENTS IMPARTIALLY                                      4.00
  IA3. EXHIBITS POISE AND SELF-CONTROL                                  4.00
  IA1. IS PUNCTUAL                                                      4.00
 III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                     3.97
 III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS              3.97
 IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM           3.94
 IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM           3.92
 III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING          3.89
 III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS             3.89
 III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                         3.86
  IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                            3.86
 IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG          3.83
 III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST          3.81
 IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS            3.81
 IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                        3.81
  IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE            3.81
  IA8. DEMONSTRATES PROFESSIONAL GROWTH                                 3.81
  IA4. PRESENTS AN EFFECTIVE ROLE MODEL                                 3.81
 IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                      3.78
 IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS                3.78
 IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                     3.75
 IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT             3.75
 IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES            3.75
 IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION           3.75
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG           3.72
 IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU           3.72
  IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                           3.72
  IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                        3.67
 IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                        3.64
 IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST                  3.58
 IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                     3.58
 IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES             3.58
 IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT                  3.54
 IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT                 3.53
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY                   3.53
 IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING          3.53
 IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                      3.53
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS          3.39
 IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK          3.25
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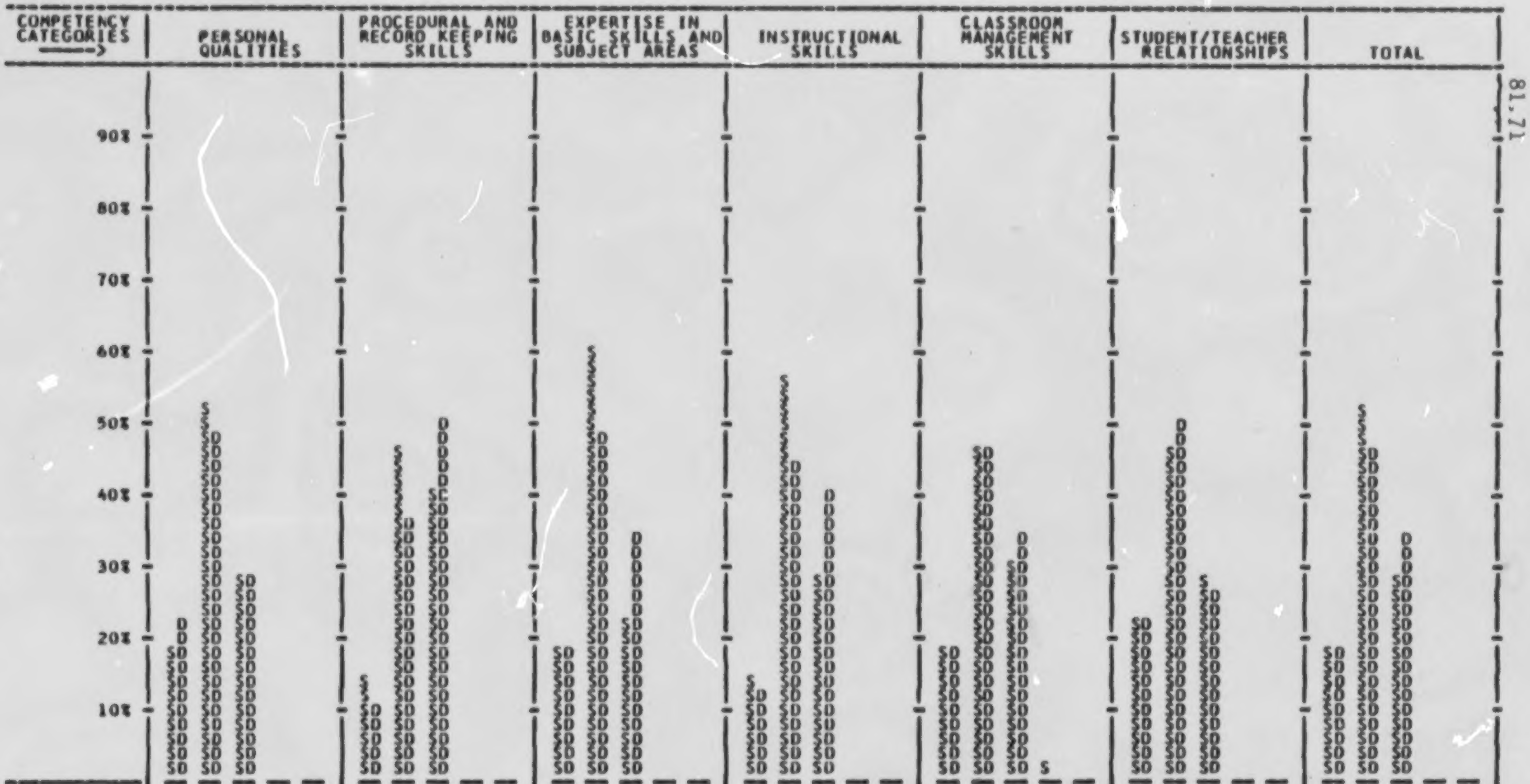
1981-82 SUMMARY OF TEACHER EVALUATIONS FOR MCCALLUM HIGH SCHOOL

(JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.



PERCENT OF RESPONSES:	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	23	49	28	0	0	11	37	51	1	0	18	48	34	0	0	13	45	41	1	0	18	47	34	1	0	22	50	26	1	0	18	47	34	1	0
SCHOOL:	18	52	29	1	0	14	46	40	0	0	18	60	22	0	0	14	57	28	1	0	19	47	31	3	0	23	47	29	0	0	18	52	29	1	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 024

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT MCCALLUM HIGH SCHOOL IN 1981-82
(NUMBER OF TEACHERS RATED = 024)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.9		38	113	62	3		
1. IS PUNCTUAL	3.6		1	13	10			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.9		5	12	7			
3. EXHIBITS POISE AND SELF-CONTROL	3.8		2	16	5	1		
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.0		6	12	6			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.6		1	13	10			
6. SHOWS ENTHUSIASM FOR WORK	4.0		8	10	5	1		
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.0		5	14	4	1		
8. DEMONSTRATES PROFESSIONAL GROWTH	4.0		7	9	8			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.8		3	14	7			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.7		10	33	29			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.7		2	12	10			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.8		4	10	10			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.8		4	11	9			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.0		22	72	26			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.0		6	12	6			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.7			17	7			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.3		9	12	3			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.0		4	16	4			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.9		3	15	6			
IIB. INSTRUCTIONAL SKILLS	3.8		40	160	79	2		7
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.9		4	14	6			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.9		6	10	8			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.1		8	12	3	1		
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.8		1	17	6			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.7		2	13	9			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.9		5	13	5	1		
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.8		3	13	8			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.0		5	14	5			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	4.0		2	13	2			7
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.8		4	11	9			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.6			15	9			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.6			15	9			
IIC. CLASSROOM MANAGEMENT SKILLS	3.8		36	89	58	5		4
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.8		4	11	9			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.9		6	10	8			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.7		2	12	10			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.6		2	11	10	1		
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.0		6	13	5			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.1		8	10	6			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.9		5	13	4	2		
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.7		3	9	6	2		4
III. STUDENT/TEACHER RELATIONSHIPS	3.9		50	101	63			2
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.9		3	15	6			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.8		4	12	8			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.0		6	12	6			
4. TREATS STUDENTS IMPARTIALLY	4.0		7	11	6			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.8		7	6	11			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.8		5	10	9			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.8		2	15	7			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.1		9	9	6			
9. [illegible] ARO[illegible] THE [illegible] TO [illegible]LITATE INDIVIDUAL LEARNING	[illegible]		3	11	[illegible]			[illegible]

81.71

COMPETENCIES BY RANK ORDER
FOR TEACHERS AT MCCALLUM HIGH SCHOOL IN 1981-82 IN 1981-82
(NUMBER OF TEACHERS RATED = 024)

		RATING
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.25
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.14
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	4.13
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	4.13
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.08
III4.	TREATS STUDENTS IMPARTIALLY	4.04
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.04
IA6.	SHOWS ENTHUSIASM FOR WORK	4.04
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.00
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	4.00
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.00
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.00
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.00
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	4.00
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	3.96
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.96
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.92
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.92
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.92
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.92
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.92
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.88
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.88
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.88
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.83
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.83
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.83
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	3.83
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.79
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.79
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.79
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.79
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.79
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.79
IA3.	EXHIBITS POISE AND SELF-CONTROL	3.79
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.75
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.71
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.71
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.67
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.67
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.65
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.63
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.63
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	3.63
IA1.	IS PUNCTUAL	3.63
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.58

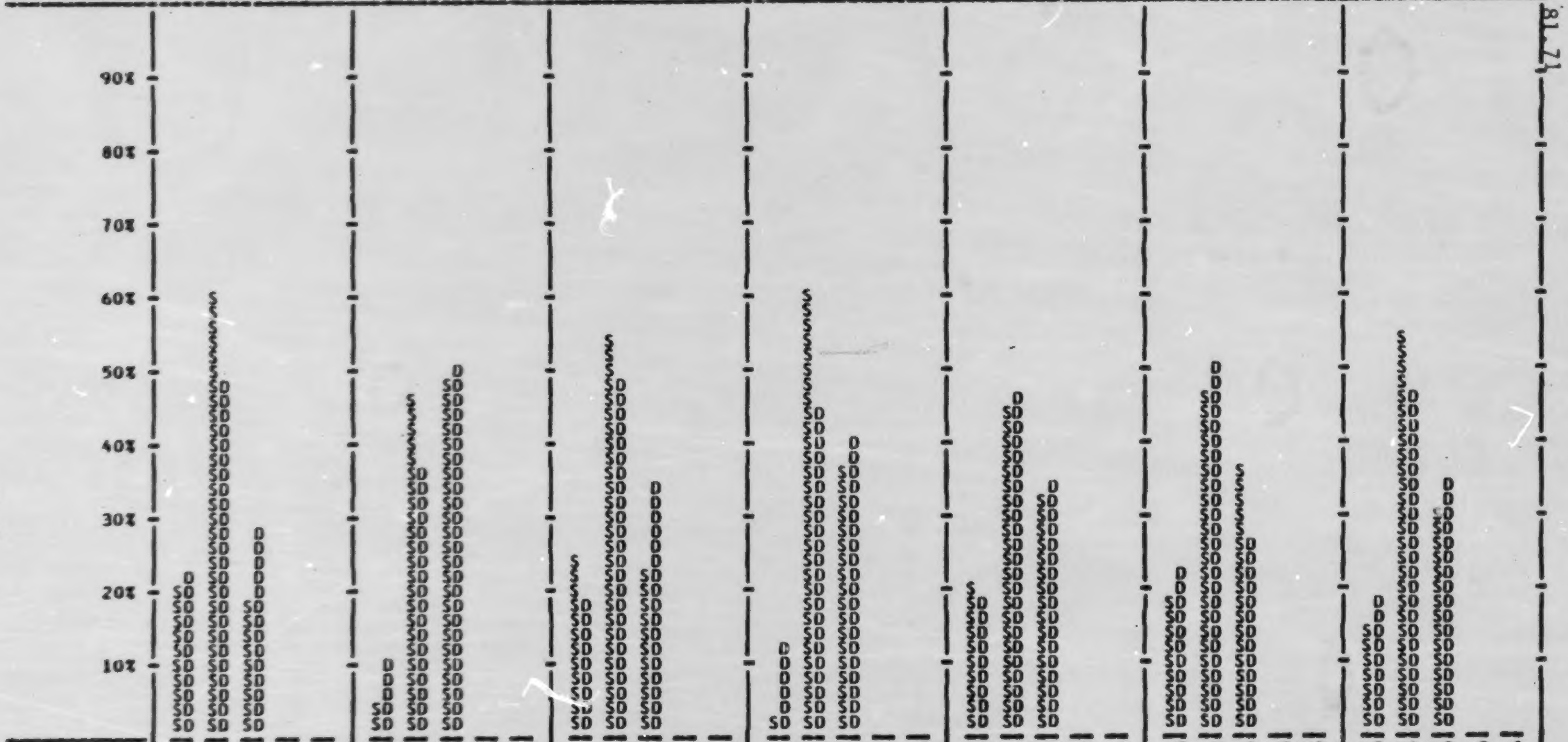
W-22

1981-82 SUMMARY OF TEACHER EVALUATIONS FOR REAGAN HIGH SCHOOL

(JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

81.71



COMPETENCY CATEGORIES ——>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	23	49	28	0	0	11	37	51	1	0	18	48	34	0	0	13	45	41	1	0	18	47	34	1	0	22	50	26	1	0	18	47	34	1	0
SCHOOL:	20	61	19	0	0	4	46	49	1	0	24	54	23	0	0	3	61	36	0	0	21	45	32	1	1	18	46	36	0	0	15	54	31	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 023

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT REAGAN HIGH SCHOOL IN 1981-82
(NUMBER OF TEACHERS RATED = 023)

81.71

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.0		42	126	39			
1. IS PUNCTUAL	4.3		6	17				
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.7		16	7				
3. EXHIBITS POISE AND SELF-CONTROL	3.8		1	17	5			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.0		4	14	5			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.8			19	4			
6. SHOWS ENTHUSIASM FOR WORK	4.3		9	12	2			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.8		1	17	5			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.6		1	12	10			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.8		4	11	8			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.5		3	31	33	1		
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.5		1	10	11			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.3			9	13	1		
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.7		2	12	9			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.0		27	61	26			1
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.2		9	10	4			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.7		4	8	10			1
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.3		9	13	1			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.0		4	16	3			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.7		1	14	8			
IIB. INSTRUCTIONAL SKILLS	3.7		8	167	99	1		
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.5		1	8	13			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.7			17	5	1		
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.7		1	14	8			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.8		2	14	7			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.7			15	8			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.8		1	17	5			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.8			18	5			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.7		3	10	10			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.3			8	15			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.7			17	6			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.7			15	8			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.6			14	9			
IIC. CLASSROOM MANAGEMENT SKILLS	3.9		39	83	59	1	1	
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.0		10	6	6		1	
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.4		12	8	3			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.9		3	15	5			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.5			12	11			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.7			15	8			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.4			11	11	1		
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.5		14	6	3			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.5			10	12			
III. STUDENT/TEACHER RELATIONSHIPS	3.5		37	95	73			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.1		4	17	2			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.8		1	16	5			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.9		4	13	6			
4. TREATS STUDENTS IMPARTIALLY	4.3		10	8	4			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.1			2	21			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.7		2	13	8			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.9		2	17	4			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.3			7	16			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.3		14	2	7			

COMPETENCIES BY RANK ORDER
FOR TEACHERS AT REAGAN HIGH SCHOOL IN 1981-82   IN 1981-82
(NUMBER OF TEACHERS RATED = 023)

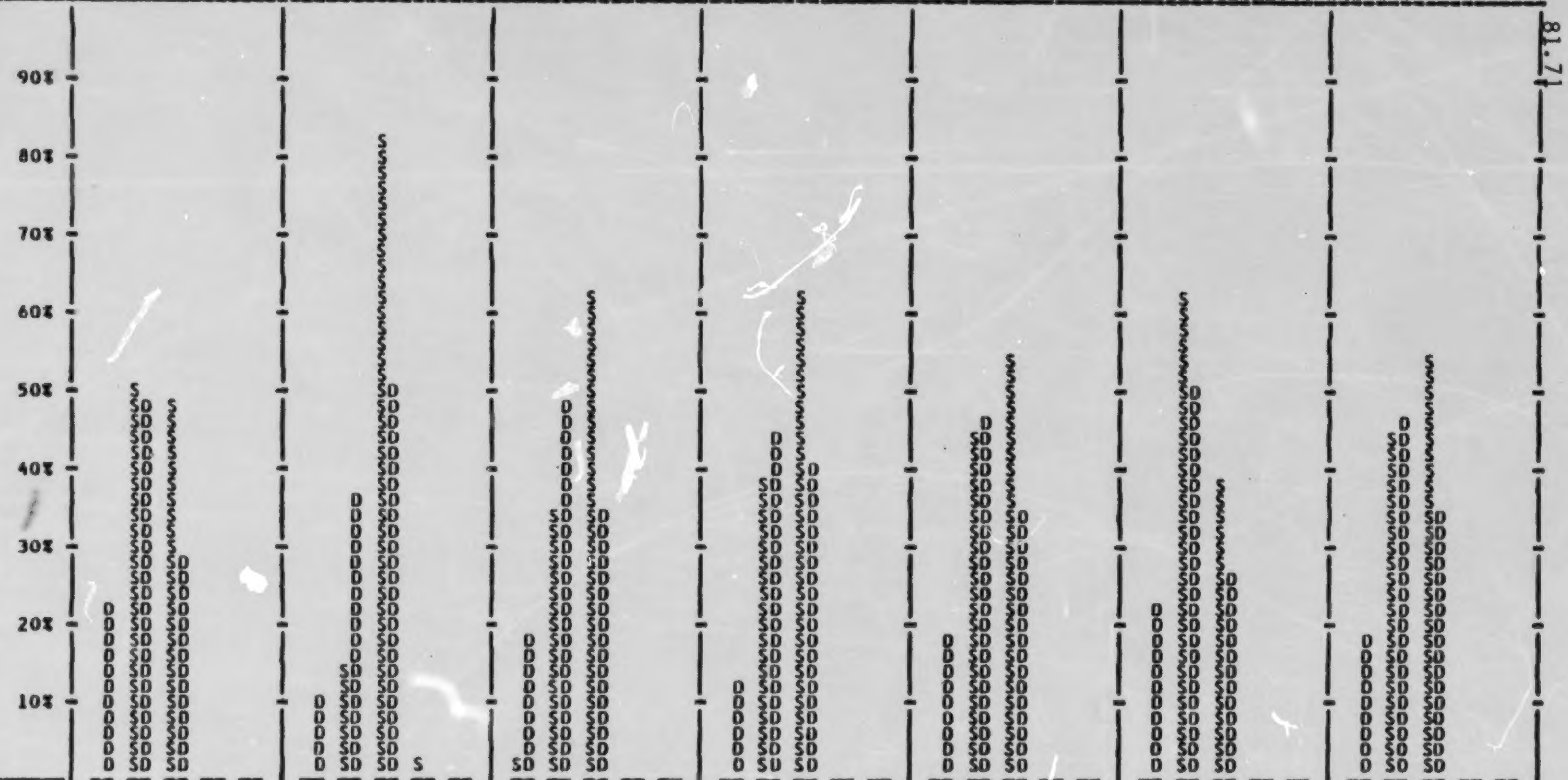
		RATING
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.70
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.48
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.39
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.35
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.30
IA6.	SHOWS ENTHUSIASM FOR WORK	4.30
III4.	TREATS STUDENTS IMPARTIALLY	4.27
IA1.	IS PUNCTUAL	4.26
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.22
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.09
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.04
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.04
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	3.96
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.91
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.91
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.91
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.83
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	3.83
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.83
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	3.83
IA3.	EXHIBITS POISE AND SELF-CONTROL	3.83
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.82
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.78
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.78
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.74
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.74
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.73
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.70
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.70
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.70
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.70
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.70
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.65
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.65
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.65
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.61
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	3.61
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.55
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.52
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.45
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.45
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.43
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.35
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.35
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	3.30
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.09

1981-82 SUMMARY OF TEACHER EVALUATIONS FOR W.R. ROBBINS SCHOOL (JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

81.71

W-26



COMPETENCY CATEGORIES ——>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	23	49	28	0	0	11	37	51	1	0	18	48	34	0	0	13	45	41	1	0	18	47	34	1	0	22	50	26	1	0	18	47	34	1	0
SCHOOL:	0	51	49	0	0	0	14	83	3	0	2	35	63	0	0	1	38	62	0	0	1	44	55	0	0	0	62	38	0	0	1	44	55	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 012

81.71

W-27

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT W.F. ROBBINS SCHOOL IN 1981-82
(NUMBER OF TEACHERS RATED = 012)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.5			55	53			
1. IS PUNCTUAL	3.2			2	10			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.7			8	4			
3. EXHIBITS POISE AND SELF-CONTROL	3.6			7	5			
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.8			9	3			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.4			5	7			
6. SHOWS ENTHUSIASM FOR WORK	3.5			6	6			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.5			6	6			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.5			6	6			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.5			6	6			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.1			5	30	1		
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.1			1	11			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.1			1	11			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.2			3	8	1		
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.4		1	21	38			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.2		1		11			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.1			1	11			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.7			8	4			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.6			7	5			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.4			5	7			
IIB. INSTRUCTIONAL SKILLS	3.4		1	54	89			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.4			5	7			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.3			4	8			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.8			9	3			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.5			6	6			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.3			3	9			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.6		1	5	6			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.5			6	6			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.6			7	5			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.5			6	6			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.1			1	11			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.1			1	11			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.1			1	11			
IIC. CLASSROOM MANAGEMENT SKILLS	3.5		1	42	53			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.5			6	6			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.3			4	8			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.4			5	7			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.3			3	9			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.1		1	11				
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.6			7	5			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.5			6	6			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.0				12			
III. STUDENT/TEACHER RELATIONSHIPS	3.6			67	41			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.8			9	3			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.4			5	7			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.8			10	2			
4. TREATS STUDENTS IMPARTIALLY	3.8			9	3			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.6			7	5			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.8			10	2			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.3			4	8			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.4			5	7			
9. [illegible] AR[illegible] THE[illegible]M TO[illegible]ILI[illegible] IND[illegible]UAL [illegible]NING	[illegible]			[illegible]	4			

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COMPETENCIES BY RANK ORDER
FOR TEACHERS AT W.R. ROBBINS SCHOOL IN 1981-82  IN 1981-82
(NUMBER OF TEACHERS RATED = 012)                                     RATING
                                                                     ------
 IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                    4.08
 IIE6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST        3.83
 IIE3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                   3.83
 IIE4. TREATS STUDENTS IMPARTIALLY                                    3.75
 IIE1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                       3.75
 IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES          3.75
  IA4. PRESENTS AN EFFECTIVE ROLE MODEL                               3.75
 IIE9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING        3.67
 IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT           3.67
  IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS             3.67
 IIE5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS          3.58
 IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                      3.58
 IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING        3.58
 IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM         3.58
 IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION         3.58
  IA3. EXHIBITS POISE AND SELF-CONTROL                                3.58
 IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                   3.50
 IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG        3.50
 IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                   3.50
 IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU         3.50
 IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT           3.50
  IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS            3.50
  IA8. DEMONSTRATES PROFESSIONAL GROWTH                               3.50
  IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                          3.50
  IA6. SHOWS ENTHUSIASM FOR WORK                                      3.50
 IIE8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP        3.42
 IIE2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS            3.42
 IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST                3.42
 IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                    3.42
 IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM         3.42
  IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                        3.42
 IIE7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS           3.33
 IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS          3.33
 IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES           3.33
 IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT               3.25
 IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT                3.25
 IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                      3.17
  IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                         3.17
  IA1. IS PUNCTUAL                                                    3.17
IID12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS        3.08
IID11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY                 3.08
IID10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG         3.08
 IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS              3.08
  IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE          3.08
  IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                      3.08
 IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK        3.00
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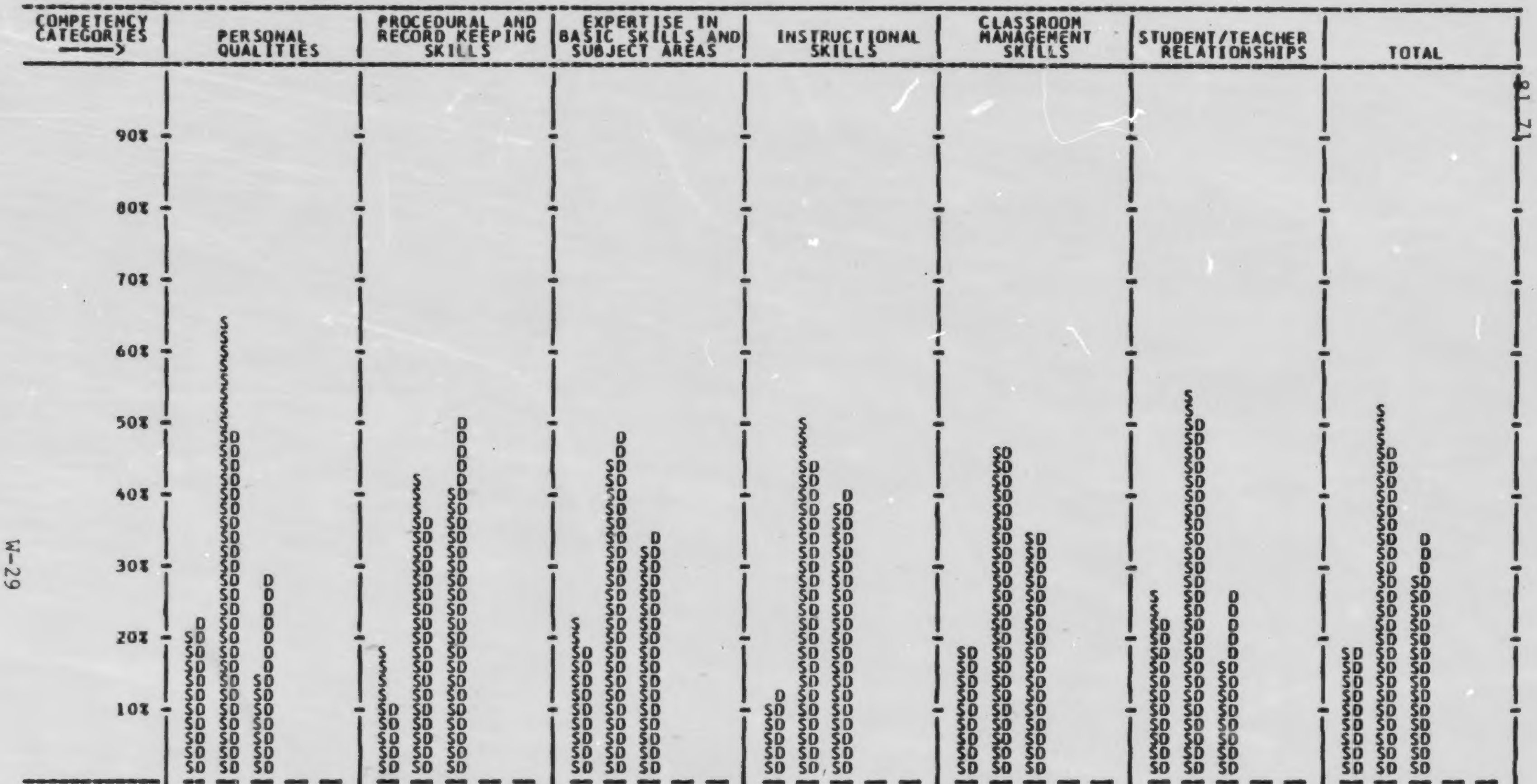
1981-82 SUMMARY OF TEACHER EVALUATIONS FOR TRAVIS HIGH SCHOOL (JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.



COMPETENCY CATEGORIES ——>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	23	49	28	0	0	11	37	51	1	0	18	48	34	0	0	13	45	41	1	0	18	47	34	1	0	22	50	26	1	0	18	47	34	1	0
SCHOOL:	20	64	15	0	0	19	42	40	0	0	23	44	33	0	0	11	50	39	0	0	18	47	34	1	0	27	55	17	1	0	19	52	28	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 043

W-29

81.71

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT TRAVIS HIGH SCHOOL IN 1981-82
(NUMBER OF TEACHERS RATED = 043)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA._PERSONAL_QUALITIES	4.1		79	249	59			
1. IS PUNCTUAL	4.0		9	27	7			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.3		20	18	5			
3. EXHIBITS POISE AND SELF-CONTROL	3.9		4	32	7			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.1		6	34	3			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.9		6	26	11			
6. SHOWS ENTHUSIASM FOR WORK	4.2		12	26	5			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.1		7	32	4			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.9		8	24	11			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.0		7	30	6			
IB._PROCEDURAL_AND_RECORDKEEPING_SKILLS	3.8		24	54	51			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	4.0		11	19	13			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.7		6	20	17			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.7		7	15	21			
IIA._EXPERTISE_IN_BASIC_SKILLS_AND_SUBJECT_AREAS	3.9		47	89	68			11
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.0		15	12	16			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.4		2	9	21			11
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.2		16	18	9			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.9		8	23	12			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.9		6	27	10			
IIB._INSTRUCTIONAL_SKILLS	3.7		58	256	200	1		
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.8		5	26	12			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.8		5	23	15			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.9		7	23	13			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.7		4	24	15			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.6		4	17	21	1		
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.8		5	23	15			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.8		5	26	12			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.8		8	17	18			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.7		6	19	17			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.7		4	20	19			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.7		4	21	18			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.4		1	17	25			
IIC._CLASSROOM_MANAGEMENT_SKILLS	3.8		62	163	116	3		
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.2		14	23	5	1		
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.8		6	24	12	1		
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.8		5	27	10	1		
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.6		3	20	20			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.1		13	22	8			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.8		9	15	19			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.8		8	18	17			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.5		4	14	25			
III._STUDENT/TEACHER_RELATIONSHIPS	4.1		106	212	66	2		[illegible]
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.0		8	27	8			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.9		5	30	8			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.2		13	26	4			
4. TREATS STUDENTS IMPARTIALLY	4.3		15	25	3			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.2		18	15	10			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.2		14	23	6			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.1		13	20	10			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.0		10	24	9			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.0		10	22	8	2		1

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COMPETENCIES BY RANK ORDER
FOR TEACHERS AT TRAVIS HIGH SCHOOL IN 1981-82   IN 1981-82
(NUMBER OF TEACHERS RATED = 043)                                    RATING
                                                                    ------
 IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS             4.35
III4. TREATS STUDENTS IMPARTIALLY                                     4.28
III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                    4.21
III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST         4.19
III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS           4.19
IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG         4.16
IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT            4.16
 IA6. SHOWS ENTHUSIASM FOR WORK                                       4.16
IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                     4.12
III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS            4.07
 IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                           4.07
 IA4. PRESENTS AN EFFECTIVE ROLE MODEL                                4.07
 IA1. IS PUNCTUAL                                                     4.05
III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP         4.02
 IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS             4.02
III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                        4.00
IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                       3.98
III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING         3.95
 IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                       3.95
III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS             3.93
 IA8. DEMONSTRATES PROFESSIONAL GROWTH                                3.93
 IA3. EXHIBITS POISE AND SELF-CONTROL                                 3.93
IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM          3.91
IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION          3.91
 IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                         3.88
IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES           3.86
IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST                 3.84
IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU          3.84
IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                     3.84
IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS           3.81
IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                    3.79
IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                       3.77
IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING         3.77
IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM          3.77
IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES            3.77
IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                    3.74
IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT            3.74
 IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE           3.74
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY                 3.67
 IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                          3.67
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG         3.65
IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT                3.60
IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT                 3.56
IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK         3.51
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS        3.44
IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS               3.41
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1981-82 SUMMARY OF TEACHER EVALUATIONS FOR BEDICHEK JR. HIGH

(JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

81.71

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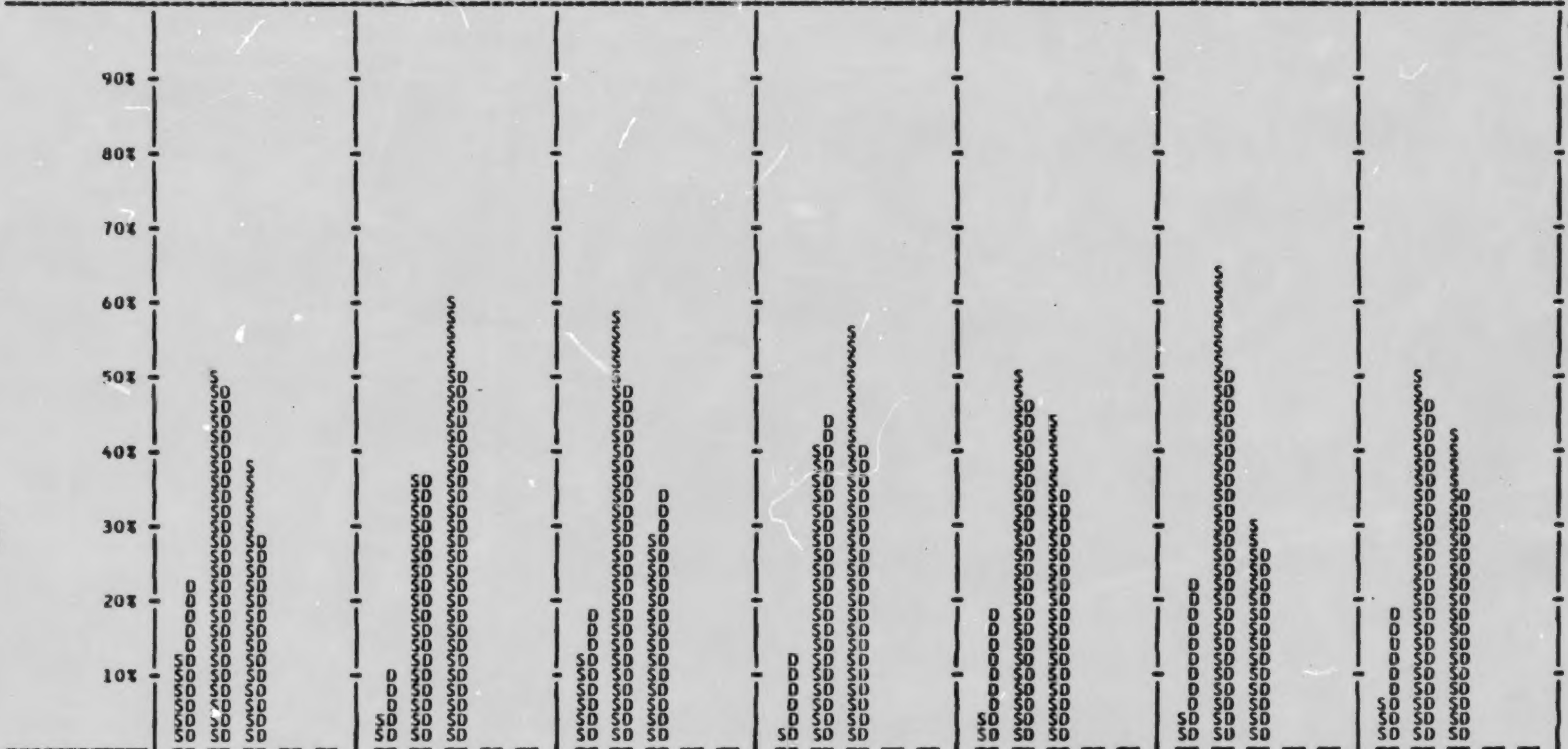

COMPETENCY CATEGORIES ---->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	23	49	28	0	0	11	37	51	1	0	18	48	34	0	0	13	45	41	1	0	18	47	34	1	0	22	50	26	1	0	18	47	34	1	0
SCHOOL:	13	50	38	0	0	4	36	60	0	0	13	59	29	0	0	2	41	57	1	0	5	51	44	0	0	5	64	31	0	0	7	50	43	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS: TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 016

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT BEDICHEK JR. HIGH IN 1981-82
(NUMBER OF TEACHERS RATED = 016)

81.71

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	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MININ ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.8		18	72	54			
1. IS PUNCTUAL	3.9		3	9	4			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.0		2	12	2			
3. EXHIBITS POISE AND SELF-CONTROL	3.6		2	6	8			
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.4		1	5	10			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.4			6	10			
6. SHOWS ENTHUSIASM FOR WORK	3.9		3	8	5			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.8		1	11	4			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.5		2	4	10			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.2		4	11	1			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.4		2	16	27			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.6			9	6			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.4		1	4	10			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.3		1	3	11			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.8		10	47	23			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.8		1	10	5			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.5		2	4	10			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.3		5	10	1			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.9		1	12	3			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.8		1	11	4			
IIB. INSTRUCTIONAL SKILLS	3.4		4	78	109	1		
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.6			9	7			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.6		1	8	7			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.5		1	7	7	1		
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.6			9	7			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.3			4	12			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.6		1	7	8			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.8		1	10	5			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.3			5	11			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.2			3	13			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.4			6	10			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.3			5	11			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.3			5	11			
IIC. CLASSROOM MANAGEMENT SKILLS	3.6		7	65	56			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.8		2	9	5			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.7		2	7	7			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.7		2	7	7			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.6			9	7			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.8		1	10	5			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.4			6	10			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.7			11	5			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.4			6	10			
III. STUDENT/TEACHER RELATIONSHIPS	3.7		7	92	45			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.6			9	7			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.6			10	6			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.9		1	12	3			
4. TREATS STUDENTS IMPARTIALLY	3.9		1	12	3			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.7			11	5			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.7		1	9	6			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.6			10	6			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.8		1	10	5			
9. S A TH M T ILI IN UAL NIN	9		3	9	4			

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COMPETENCIES BY RANK ORDER
FOR TEACHERS AT BEDICHEK JR. HIGH IN 1981-82    IN 1981-82
(NUMBER OF TEACHERS RATED = 016)                                      RATING
                                                                      ------
IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT             4.25
 IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS              4.19
 IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS               4.00
III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING          3.94
 IA1. IS PUNCTUAL                                                      3.94
III4. TREATS STUDENTS IMPARTIALLY                                      3.88
III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                     3.88
IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION           3.88
 IA6. SHOWS ENTHUSIASM FOR WORK                                        3.88
IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG          3.81
IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM           3.81
 IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                            3.81
III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP          3.75
IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                      3.75
IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU           3.75
IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                        3.75
III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST          3.69
III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS            3.69
IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                     3.69
IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST                  3.69
IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS            3.69
III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS             3.63
III2. FOSTERS SELF-CONTROL AND SELF--DIRECTION IN STUDENTS             3.63
IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES             3.63
 IA3. EXHIBITS POISE AND SELF-CONTROL                                  3.63
 IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                        3.60
III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                         3.56
IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT                 3.56
IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM           3.56
IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT             3.56
IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                      3.56
IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES            3.50
IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS                3.50
 IA8. DEMONSTRATES PROFESSIONAL GROWTH                                 3.50
 IA4. PRESENTS AN EFFECTIVE ROLE MODEL                                 3.44
 IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE            3.40
IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK          3.38
IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                        3.38
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG          3.38
 IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                          3.38
 IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                           3.33
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS         3.31
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY                  3.31
IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING          3.31
IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT                  3.25
IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                     3.19
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1981-82 SUMMARY OF TEACHER EVALUATIONS FOR BURNET JR. HIGH

(JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

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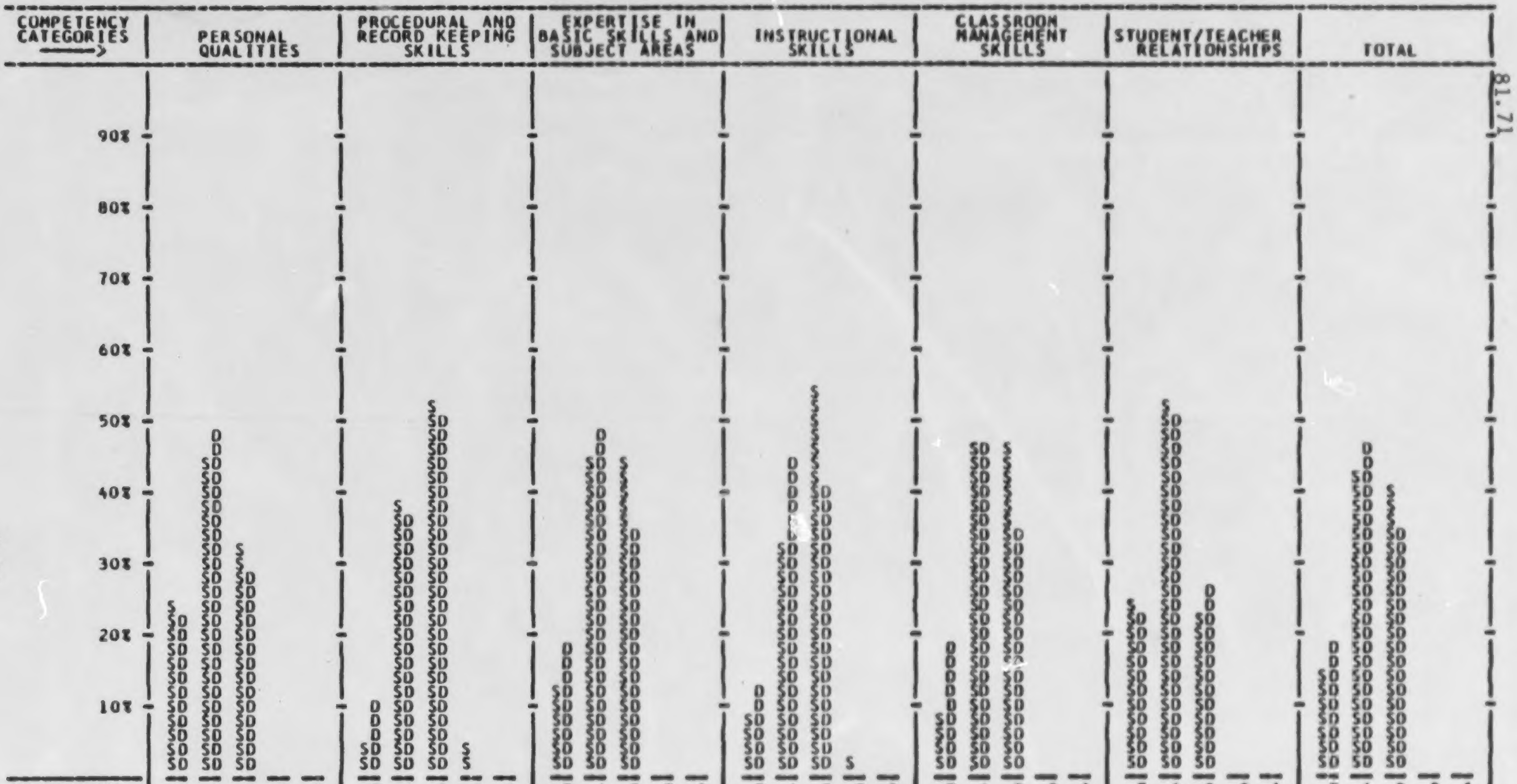


COMPETENCY CATEGORIES ——>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	23	49	28	0	0	11	37	51	1	0	18	48	34	0	0	13	45	41	1	0	18	47	34	1	0	22	50	26	1	0	18	47	34	1	0
SCHOOL:	24	44	32	0	0	4	39	53	4	0	12	44	44	0	0	9	33	54	3	0	8	46	46	0	0	24	52	23	1	0	15	43	41	1	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 017

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT BURNET JR. HIGH IN 1981-82
(NUMBER OF TEACHERS RATED = 017)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.9		36	67	48			
1. IS PUNCTUAL	3.9		5	5	7			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.3		8	6	3			
3. EXHIBITS POISE AND SELF-CONTROL	3.7		2	7	7			
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.8		3	8	6			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.9		3	9	5			
6. SHOWS ENTHUSIASM FOR WORK	3.9		3	9	5			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.0		5	7	5			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.9		2	10	4			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.9		5	6	6			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.4		2	20	27	2		
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.5			9	7	1		
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.4		1	5	10	1		
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.5		1	6	10			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.7	1	10	37	37			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.8		4	5	8			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.3	1	1	2	13			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.1		5	9	3			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.7			12	5			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.5			9	8			
IIB. INSTRUCTIONAL SKILLS	3.5		19	68	110	7		
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.6		1	8	8			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.7		3	7	6	1		
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.6		3	5	9			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.6		3	4	10			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.3		2	2	12	1		
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.5			9	8			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.8		3	7	7			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.8		3	7	7			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.3			8	6	3		
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.2			4	13			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.4			6	11			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.1		1	1	13	2		
IIC. CLASSROOM MANAGEMENT SKILLS	3.6		11	62	62			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.6		1	8	8			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.6		1	8	8			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.6		2	7	8			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.5			8	9			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.9		3	8	5			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.6		2	7	8			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.6		2	7	8			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.5			9	8			
III. STUDENT/TEACHER RELATIONSHIPS	4.0		37	79	35	2		
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.9		3	10	4			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.8		4	6	7			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.8		1	11	5			
4. TREATS STUDENTS IMPARTIALLY	3.9		2	11	4			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.1		6	7	4			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.2		7	7	2	1		
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.2		7	6	4			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.9		1	14	2			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.1		6	7	3	1		

81.71

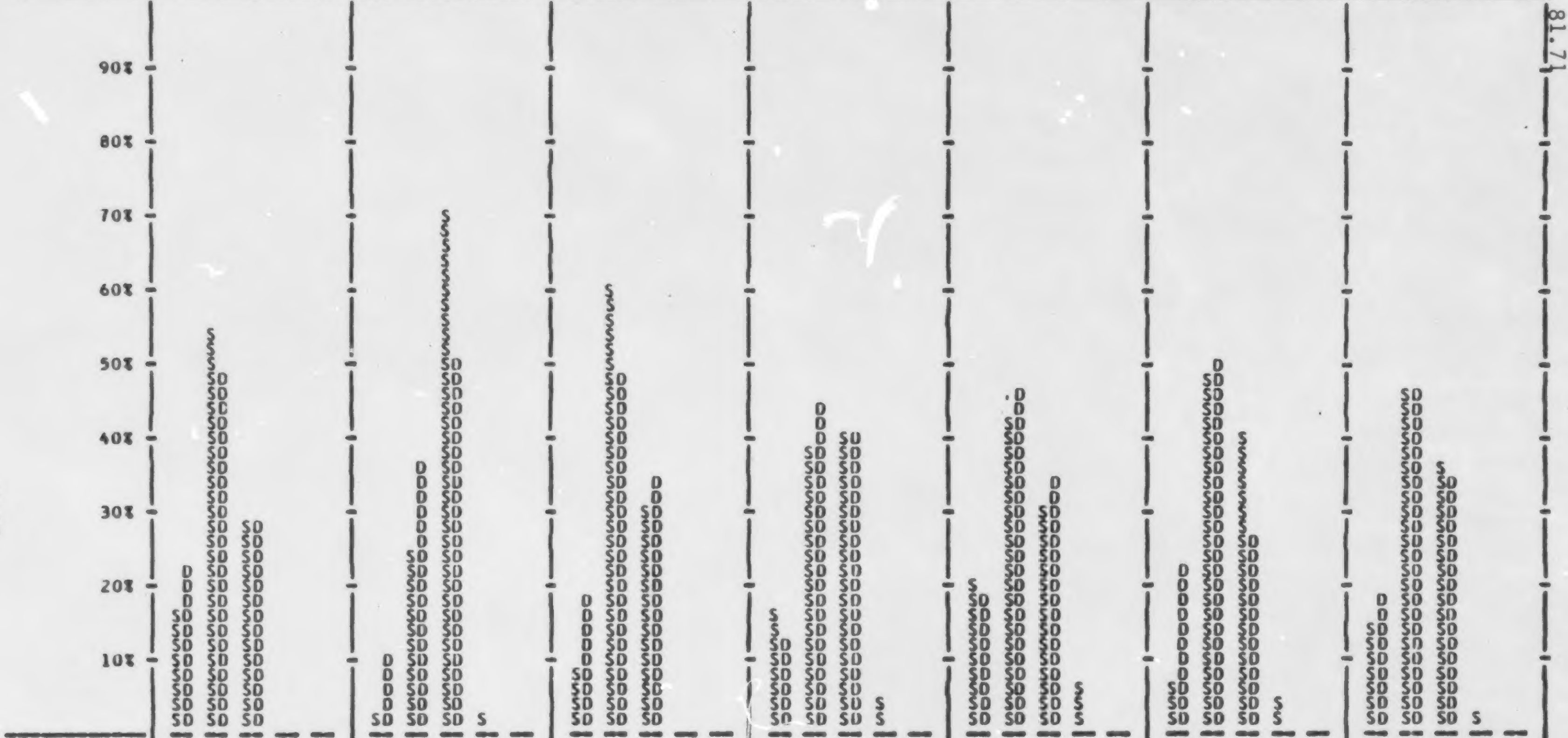
COMPETENCIES BY RANK ORDER
FOR TEACHERS AT BURNET JR. HIGH IN 1981-82
(NUMBER OF TEACHERS RATED = 017)

		RATING
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.29
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.18
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.18
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.12
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.12
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.06
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.00
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	3.94
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.94
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	3.94
III4.	TREATS STUDENTS IMPARTIALLY	3.88
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.88
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	3.88
IA6.	SHOWS ENTHUSIASM FOR WORK	3.88
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	3.88
IA1.	IS PUNCTUAL	3.88
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.82
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	3.82
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.76
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.76
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.76
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.76
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.71
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.71
IA3.	EXHIBITS POISE AND SELF-CONTROL	3.69
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.65
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.65
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.65
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.65
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.59
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.59
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.59
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.59
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.53
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.53
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.53
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.47
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.47
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.47
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.35
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.35
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.29
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.29
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.25
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.24
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.06

1981-82 SUMMARY OF TEACHER EVALUATIONS FOR DOBIE JR. HIGH (JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

81.71



COMPETENCY CATEGORIES ——>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	23	49	28	0	0	11	37	51	1	0	18	48	34	0	0	13	45	41	1	0	18	47	34	1	0	22	50	26	1	0	18	47	34	1	0
SCHOOL:	17	55	28	0	0	3	25	70	2	0	9	60	31	0	0	16	39	40	5	0	21	42	30	7	0	6	49	41	4	0	14	46	37	3	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 020

W-38

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT DOBIE JR. HIGH IN 1931-82
(NUMBER OF TEACHERS RATED = 020)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.9		31	99	50			
1. IS PUNCTUAL	4.2		8	8	4			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.0		4	11	5			
3. EXHIBITS POISE AND SELF-CONTROL	3.9		2	14	4			
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.9		3	12	5			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.5			10	10			
6. SHOWS ENTHUSIASM FOR WORK	4.0		4	12	4			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.9		2	13	5			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.9		6	6	8			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.9		2	13	5			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.3		2	15	42	1		
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.2			5	14	1		
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.4		1	6	13			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.3		1	4	15			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.8		9	58	30			3
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.8		1	14	5			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.5		1	7	9			3
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.1		3	15	2			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.9		2	13	5			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.7		2	9	9			
IIB. INSTRUCTIONAL SKILLS	3.7		38	94	97	11		
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.7		6	3	10	1		
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.0		6	8	5	1		
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.0		7	6	6	1		
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.8		4	8	7	1		
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.8		5	6	8	1		
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.7		4	7	8	1		
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.7		2	10	7	1		
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.6		1	10	8	1		
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.7		2	10	7	1		
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.5		1	9	9	1		
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.4			8	11	1		
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.5			9	11			
IIC. CLASSROOM MANAGEMENT SKILLS	3.8		34	67	48	11		
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.0		6	9	4	1		
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.1		4	13	3			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.8		4	10	4	2		
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.5		2	8	8	2		
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.9		5	9	5	1		
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.8		5	7	6	2		
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.8		5	5	10			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.5		3	6	8	3		
III. STUDENT/TEACHER RELATIONSHIPS	3.6		11	88	74	7		
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.6			12	7	1		
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.5		1	9	9	1		
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.5			11	7	2		
4. TREATS STUDENTS IMPARTIALLY	3.4			9	10	1		
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.5		1	8	10	1		
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.6		2	9	8	1		
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.7		5	4	11			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.7		2	9	9			
9. [illegible] AR[illegible] THE[illegible] TO[illegible]ILIT[illegible] IND[illegible]UAL [illegible]NING	[illegible]		[illegible]	7	3			

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COMPETENCIES BY RANK ORDER
FOR TEACHERS AT DOBIE JR. HIGH IN 1981-82
(NUMBER OF TEACHERS RATED = 020)                                      RATING
                                                                      ------
  IA1. IS PUNCTUAL                                                     4.20
 IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS           4.05
 IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT            4.05
 IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG         4.00
  IA6. SHOWS ENTHUSIASM FOR WORK                                       4.00
 IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES           3.95
 IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES            3.95
  IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS              3.95
 IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                     3.90
  IA8. DEMONSTRATES PROFESSIONAL GROWTH                                3.90
  IA4. PRESENTS AN EFFECTIVE ROLE MODEL                                3.90
  IA3. EXHIBITS POISE AND SELF-CONTROL                                 3.90
 III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING         3.85
 IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION          3.85
  IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS             3.85
  IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                           3.85
 IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST                 3.80
 IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                       3.80
 IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                    3.75
 IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                       3.75
 IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT                 3.75
 IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT            3.75
 III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS            3.70
 IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM          3.70
 IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                     3.70
 III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP         3.65
 IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                    3.65
 IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU          3.65
 IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM          3.65
 III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST         3.60
 III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                        3.55
 IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING         3.55
 IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS               3.53
 III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS             3.50
 IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT                3.50
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG          3.50
  IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                         3.50
 III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS           3.45
 III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                    3.45
 IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK         3.45
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS         3.45
 III4. TREATS STUDENTS IMPARTIALLY                                     3.40
  IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE           3.40
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY                  3.35
  IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                          3.30
  IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                       3.20
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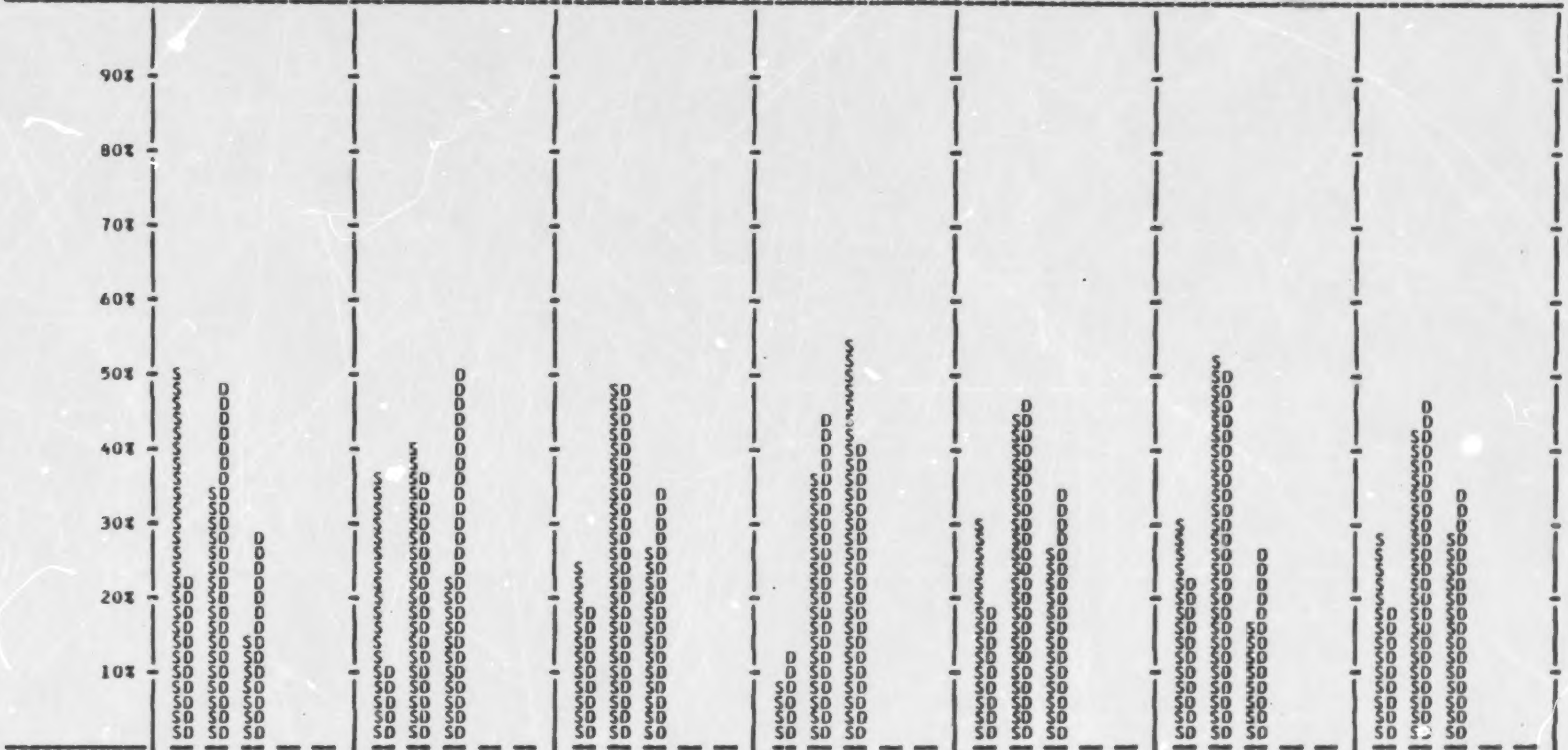
1981-82 SUMMARY OF TEACHER EVALUATIONS FOR FULMORE JR. HIGH (JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.



COMPETENCY CATEGORIES ——>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	23	49	28	0	0	11	37	51	1	0	18	48	34	0	0	13	45	41	1	0	18	47	34	1	0	22	50	26	1	0	18	47	34	1	0
SCHOOL:	50	35	14	0	0	37	41	22	0	0	25	48	27	0	0	9	37	54	0	0	30	44	26	0	0	31	52	16	0	0	29	42	29	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS; TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 017

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT FULMORE JR. HIGH IN 1981-82
(NUMBER OF TEACHERS RATED = 017)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.4		77	54	22			
1. IS PUNCTUAL	4.6		12	3	2			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.9		16	1				
3. EXHIBITS POISE AND SELF-CONTROL	4.8		13	4				
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.5		10	6	1			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.2		6	9	2			
6. SHOWS ENTHUSIASM FOR WORK	4.3		7	8	2			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.4		9	6	2			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.6		1	8	8			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.9		3	9	5			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	4.2		19	21	11			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	4.4		9	5	3			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	4.2		7	6	4			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.9		3	10	4			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.0		21	41	23			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.0		5	7	5			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.6		2	6	9			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.4		7	9	1			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.1		4	10	3			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.9		3	9	5			
IIB. INSTRUCTIONAL SKILLS	3.5		18	75	111			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.2			4	13			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.5			9	8			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.2		6	9	2			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.6		1	9	7			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.4		1	4	12			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.6			11	6			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.9		3	10	4			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.9		3	10	4			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.4		1	4	12			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.2		1	2	14			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.2		1	2	14			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.2		1	1	15			
IIC. CLASSROOM MANAGEMENT SKILLS	4.0		41	60	35			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.4		8	8	1			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.4		7	9	1			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.2		6	9	2			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.9		4	8	5			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.0		6	5	6			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.8		2	9	6			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.8		4	6	7			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.8		4	6	7			
III. STUDENT/TEACHER RELATIONSHIPS	4.2		48	80	25			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.0		3	11	3			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.9		2	11	4			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.1		5	9	3			
4. TREATS STUDENTS IMPARTIALLY	4.2		7	7	3			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.4		9	6	2			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.2		6	8	3			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.2		6	9	2			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.1		5	9	3			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.2		5	10	2			

COMPETENCIES BY RANK ORDER
FOR TEACHERS AT FULMORE JR. HIGH IN 1981-82
(NUMBER OF TEACHERS RATED = 017)

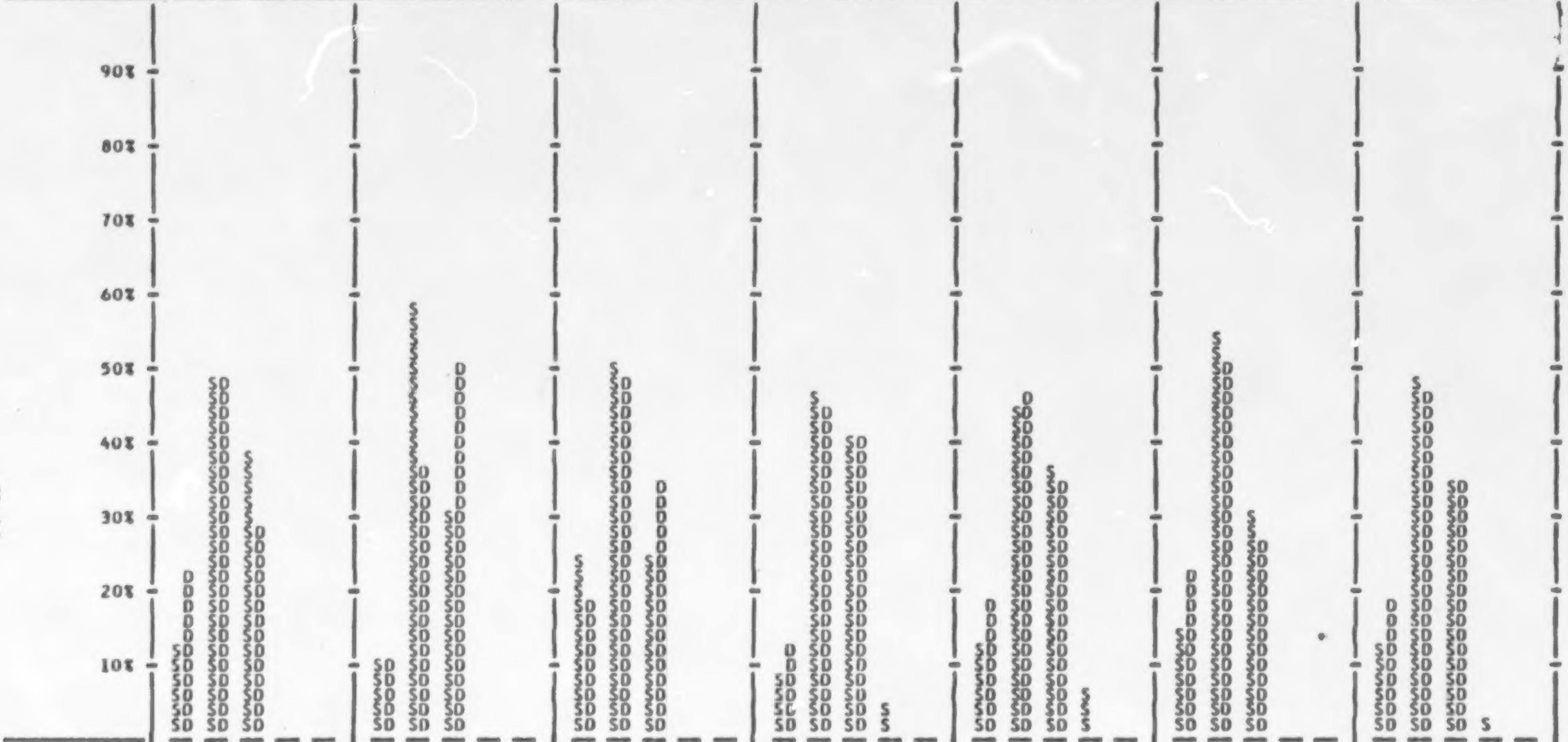
		RATING
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.94
IA3.	EXHIBITS POISE AND SELF-CONTROL	4.76
IA1.	IS PUNCTUAL	4.59
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	4.53
IIE5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.41
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.41
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.41
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.35
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.35
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	4.35
IA6.	SHOWS ENTHUSIASM FOR WORK	4.29
IIE7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.24
IIE4.	TREATS STUDENTS IMPARTIALLY	4.24
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.24
IID3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	4.24
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	4.24
IIE9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.18
IIE6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.18
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	4.18
IIE8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	4.12
IIE3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.12
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.06
IIE1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.00
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.00
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.00
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.94
IID8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.94
IID7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.94
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.94
IIE2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.88
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.88
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	3.88
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.82
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.82
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.76
IID6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.65
IID4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.65
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.59
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	3.59
IID2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.53
IID9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.35
IID5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.35
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.24
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.24
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.24
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.18

1981-82 SUMMARY OF TEACHER EVALUATIONS FOR LAMAR JR. HIGH (JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

81.71

W-44



COMPETENCY CATEGORIES ——>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	23	49	28	0	0	11	37	51	1	0	18	48	34	0	0	13	45	41	1	0	18	47	34	1	0	22	50	26	1	0	18	47	34	1	0
SCHOOL:	12	49	39	0	0	11	58	31	0	0	24	51	24	0	0	9	46	41	4	0	13	45	37	6	0	14	55	30	1	0	13	49	33	2	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 015

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT LAMAR JR. HIGH IN 1981-82
(NUMBER OF TEACHERS RATED = 015)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.7		16	66	53			
1. IS PUNCTUAL	3.7		1	8	6			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.7		1	9	5			
3. EXHIBITS POISE AND SELF-CONTROL	3.5		1	6	8			
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.8		2	8	5			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.8		1	10	4			
6. SHOWS ENTHUSIASM FOR WORK	3.9		5	4	6			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.9		2	10	3			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.4		1	4	10			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.7		2	7	6			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.8		5	26	14			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.6		1	7	7			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.9		2	9	4			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.9		2	10	3			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.0		18	38	18			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.0		4	7	4			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.6		1	7	7			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.5		8	6	1			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.0		3	9	3			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.9		2	9	3			
IIB. INSTRUCTIONAL SKILLS	3.6		16	82	74	7		
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.5			9	5	1		
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.6		2	6	6	1		
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.9		4	7	3	1		
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.9		3	7	5			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.5		1	7	6	1		
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.5		1	6	7	1		
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.8		1	9	4			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.9		2	10	2	1		
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.2			4	10	1		
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.5		1	6	8			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.5		1	6	8			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.3			5	10			
IIC. CLASSROOM MANAGEMENT SKILLS	3.6		15	54	44	7		
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.7		3	6	5	1		
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.8		3	7	4	1		
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.7		3	4	8			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.7			10	5			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.7		3	5	6	1		
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.4		1	6	6	2		
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.5			8	6	1		
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.7		2	8	4	1		
III. STUDENT/TEACHER RELATIONSHIPS	3.8		19	74	40	1		
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.8		3	6	6			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.4			6	7	1		
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.8		2	8	5			
4. TREATS STUDENTS IMPARTIALLY	3.8		1	10	4			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.8		3	6	6			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.9		4	6	5			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.8		1	10	4			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.9		1	12	2			
9. [illegible] AR[illegible] THE[illegible] TO[illegible]LIT[illegible] IND[illegible]AL [illegible]ING	[illegible]		[illegible]	[illegible]	1			

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COMPETENCIES BY RANK ORDER
FOR TEACHERS AT LAMAR JR. HIGH IN 1981-82
(NUMBER OF TEACHERS RATED = 015)                                  RATING
                                                                  ------
IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT         4.47
III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING      4.20
IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION       4.00
IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                    4.00
III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP      3.93
III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST      3.93
IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES        3.93
IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM       3.93
 IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                       3.93
 IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                        3.93
 IA6. SHOWS ENTHUSIASM FOR WORK                                    3.93
IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING      3.87
IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT         3.87
 IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE        3.87
III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS         3.80
III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS        3.80
III4. TREATS STUDENTS IMPARTIALLY                                  3.80
III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                 3.80
III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                     3.80
IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS        3.80
 IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                      3.80
 IA4. PRESENTS AN EFFECTIVE ROLE MODEL                             3.80
IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU       3.79
IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK      3.73
IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG      3.73
 IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS          3.73
 IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS           3.73
IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                  3.67
IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT             3.67
IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST              3.67
 IA1. IS PUNCTUAL                                                  3.67
IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES         3.60
IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS            3.60
 IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                    3.60
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY              3.53
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG      3.53
IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT              3.53
IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                  3.53
 IA3. EXHIBITS POISE AND SELF-CONTROL                              3.53
IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                 3.47
IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM       3.47
IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                    3.40
 IA8. DEMONSTRATES PROFESSIONAL GROWTH                             3.40
III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS          3.36
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS     3.33
IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                 3.20
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W-46

1981-82 SUMMARY OF TEACHER EVALUATIONS FOR MARTIN JR. HIGH (JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

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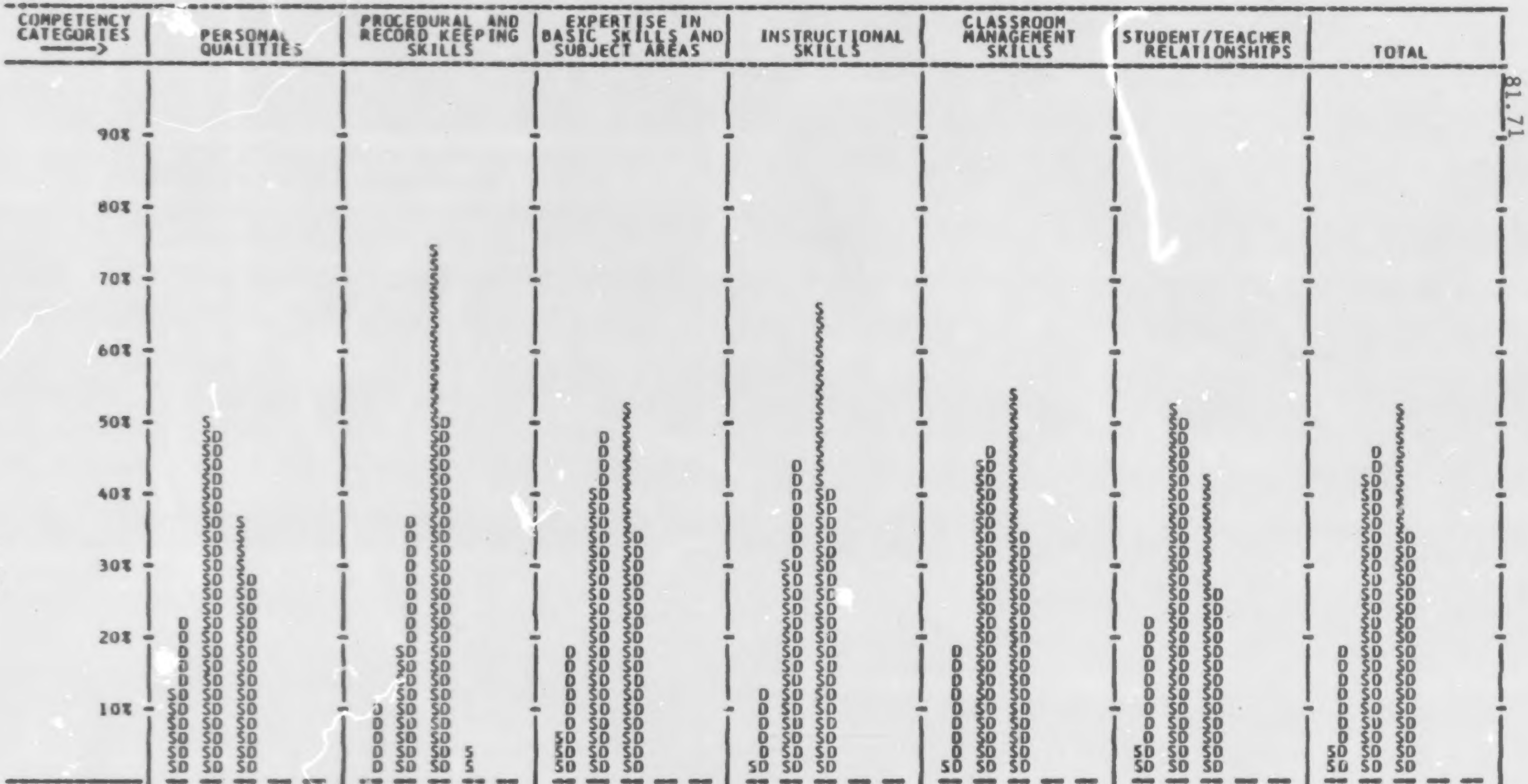
W-47



PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	23	49	28	0	0	11	37	51	1	0	18	48	34	0	0	13	45	41	1	0	18	47	34	1	0	22	50	26	1	0	18	47	34	1	0
SCHOOL:	12	51	37	0	0	1	19	75	5	0	7	41	52	0	0	2	31	67	0	0	3	44	54	0	0	5	52	43	0	0	5	42	53	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS: TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 025

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT MARTIN JR. HIGH IN 1981-82
(NUMBER OF TEACHERS RATED = 025)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.7		26	115	83			
1. IS PUNCTUAL	3.7		2	14	9			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.8		3	13	9			
3. EXHIBITS POISE AND SELF-CONTROL	3.7		1	15	9			
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.9		3	16	6			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.6		1	12	12			
6. SHOWS ENTHUSIASM FOR WORK	3.8		4	12	9			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.0		4	17	3			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.6		4	6	15			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.7		4	10	11			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.2		1	14	56	4		
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.4			10	15			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.0			3	18	4		
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.1		1	1	23			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.6		9	51	64			1
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.7			18	7			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.4		4	2	18			1
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.8		4	13	8			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.6			15	10			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.2		1	3	21			
IIB. INSTRUCTIONAL SKILLS	3.3		5	94	200			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.4			9	16			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.5		1	10	14			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.5		1	11	13			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.4			9	16			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.3		1	5	19			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.6		1	12	12			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.4		1	9	15			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.4			9	16			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.3			8	17			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.3			8	16			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.1			3	22			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.0			1	24			
IIC. CLASSROOM MANAGEMENT SKILLS	3.5		5	88	107			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.8		1	18	6			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.5		1	11	13			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.6		2	11	12			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.2			6	19			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.8		1	18	6			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.4			9	16			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.5			13	12			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.1			2	23			
III. STUDENT/TEACHER RELATIONSHIPS	3.6		12	116	95			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.8		1	17	7			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.5		1	10	12			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.8		2	17	6			
4. TREATS STUDENTS IMPARTIALLY	3.6		1	14	10			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.6		3	10	12			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.4		1	9	15			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.6			15	10			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.5		2	9	14			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.7		1	15	9			

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COMPETENCIES BY RANK ORDER
FOR TEACHERS AT MARTIN JR. HIGH IN 1981-82
(NUMBER OF TEACHERS RATED = 025)                                  RATING
                                                                  ------
  IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                       4.04
  IA4. PRESENTS AN EFFECTIVE ROLE MODEL                            3.88
 IIE3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                3.84
 IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT        3.84
 IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                 3.80
 IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG     3.80
  IA6. SHOWS ENTHUSIASM FOR WORK                                   3.80
 IIE1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                    3.76
  IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS          3.76
 IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                   3.72
  IA3. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS         3.72
  IA1. IS PUNCTUAL                                                 3.72
 IIE9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING     3.68
  IA3. EXHIBITS POISE AND SELF-CONTROL                             3.68
 IIE5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS       3.64
 IIE4. TREATS STUDENTS IMPARTIALLY                                 3.64
 IIE7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS        3.60
 IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST             3.60
 IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION      3.60
 IID6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM      3.56
  IA8. DEMONSTRATES PROFESSIONAL GROWTH                            3.56
  IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                     3.56
 IIE8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP     3.52
 IIE2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS         3.52
 IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                3.52
 IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS       3.52
 IID3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES       3.52
 IID2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES        3.48
 IIE6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST     3.44
 IID7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU      3.44
 IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS           3.42
  IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                   3.40
 IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                   3.36
 IID8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING     3.36
 IID4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT        3.36
 IID1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                 3.36
IID10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG      3.33
 IID9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                3.32
 IID5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT             3.28
 IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT            3.24
 IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM      3.20
IID11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY              3.12
  IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                      3.12
 IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK     3.08
IID12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS     3.04
  IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE       2.96
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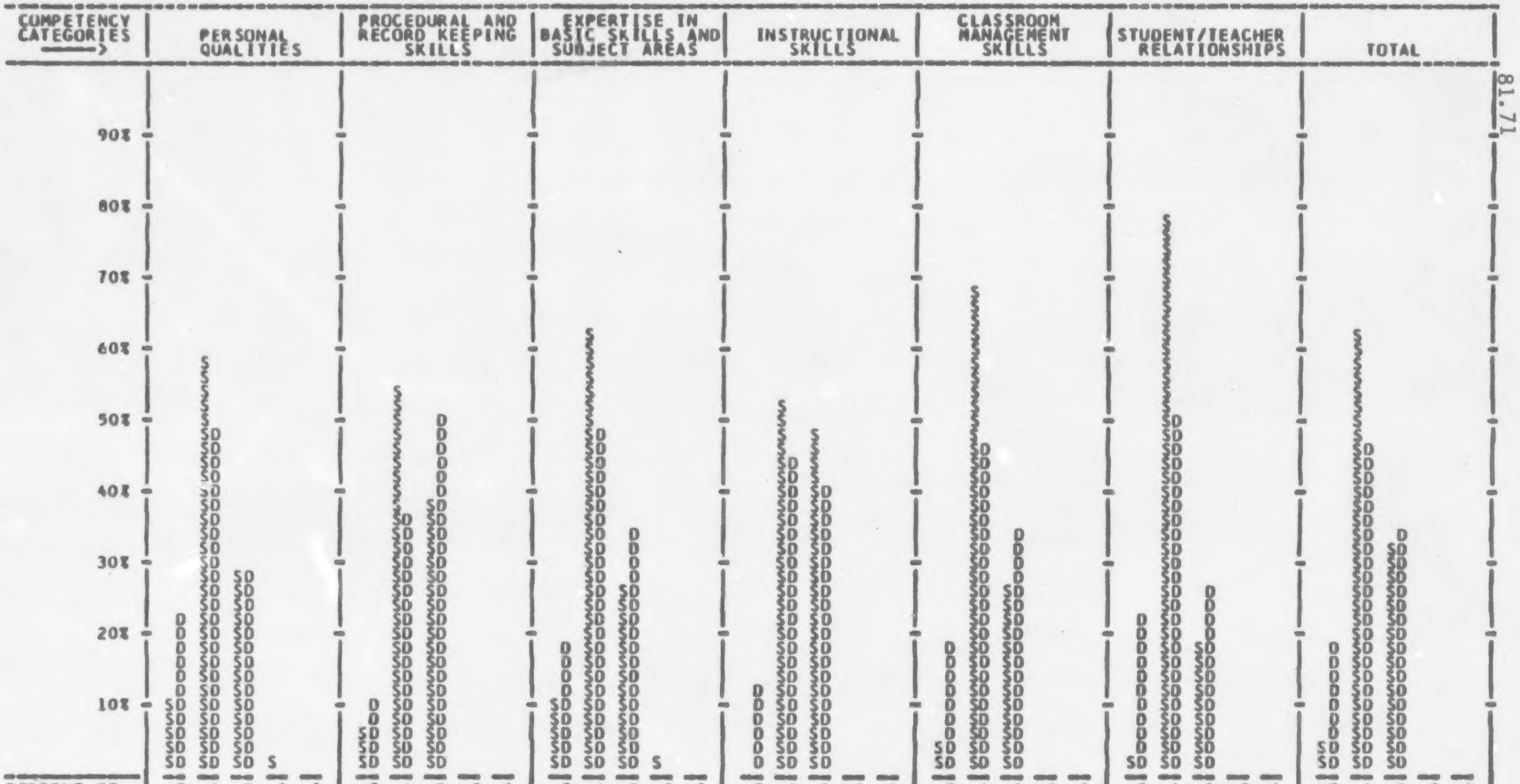
1981-82 SUMMARY OF TEACHER EVALUATIONS FOR MURCHISON JR. HIGH

(JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.



81.71

W-50

COMPETENCY CATEGORIES ——>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	23	49	28	0	0	11	37	51	1	0	18	48	34	0	0	13	45	41	1	0	18	47	34	1	0	22	50	26	1	0	18	47	34	1	0
SCHOOL:	10	59	29	2	0	7	54	39	0	0	10	63	26	2	0	[illegible]	52	48	0	0	5	68	26	0	0	3	79	18	0	0	5	63	32	1	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 014

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT MURCHISON JR. HIGH IN 1981-82
(NUMBER OF TEACHERS RATED = 014)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MININ ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.8		12	74	37	3		
1. IS PUNCTUAL	3.6		1	9	2	2		
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.9		2	9	3			
3. EXHIBITS POISE AND SELF-CONTROL	3.6		1	8	4	1		
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.7		1	8	5			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.6			9	5			
6. SHOWS ENTHUSIASM FOR WORK	4.0		3	8	3			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.9			12	2			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.4		1	4	9			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.9		3	7	4			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.7		3	22	16			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.6			9	5			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.6			9	5			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.8		3	4	6			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.8	5	6	39	16	1		3
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.7		1	9	3	1		
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.0	5	1	4	1			3
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.0		3	8	3			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.7			10	4			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.7		1	8	5			
IIB. INSTRUCTIONAL SKILLS	3.5		1	85	79			1
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.6			9	5			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.6			9	5			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.6		1	7	6			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.5			7	7			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.4			6	8			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.6			8	5			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.5			7	7			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.4			5	9			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.6			8	6			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.6			9	5			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.4			6	8			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.3			4	8			1
IIC. CLASSROOM MANAGEMENT SKILLS	3.8		6	76	29			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.9		2	8	3			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.9		2	9	3			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.9		1	10	3			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.6			9	5			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.0			14				
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.9		1	11	2			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.6			9	5			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.4			6	8			
III. STUDENT/TEACHER RELATIONSHIPS	3.8		4	99	23			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.9			12	2			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.7			10	4			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.9		1	10	3			
4. TREATS STUDENTS IMPARTIALLY	3.9		1	10	3			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.9		2	9	3			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.8			11	3			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.9			12	2			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.9			13	1			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	[illegible]			[illegible]	[illegible]			

COMPETENCIES BY RANK ORDER
FOR TEACHERS AT MURCHISON JR. HIGH IN 1981-82
(NUMBER OF TEACHERS RATED = 014)

		RATING
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.00
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.00
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.00
IA6.	SHOWS ENTHUSIASM FOR WORK	4.00
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	3.93
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.93
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.93
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.93
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	3.93
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.93
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.92
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.86
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.86
III4.	TREATS STUDENTS IMPARTIALLY	3.86
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.86
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.86
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.86
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.86
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.79
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.77
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.71
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.71
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.71
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.71
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	3.71
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.64
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.64
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.64
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.64
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.64
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.64
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.64
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.64
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	3.64
IA3.	EXHIBITS POISE AND SELF-CONTROL	3.64
IA1.	IS PUNCTUAL	3.64
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.62
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.57
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.50
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.50
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.43
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.43
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.43
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	3.43
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.36
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.33

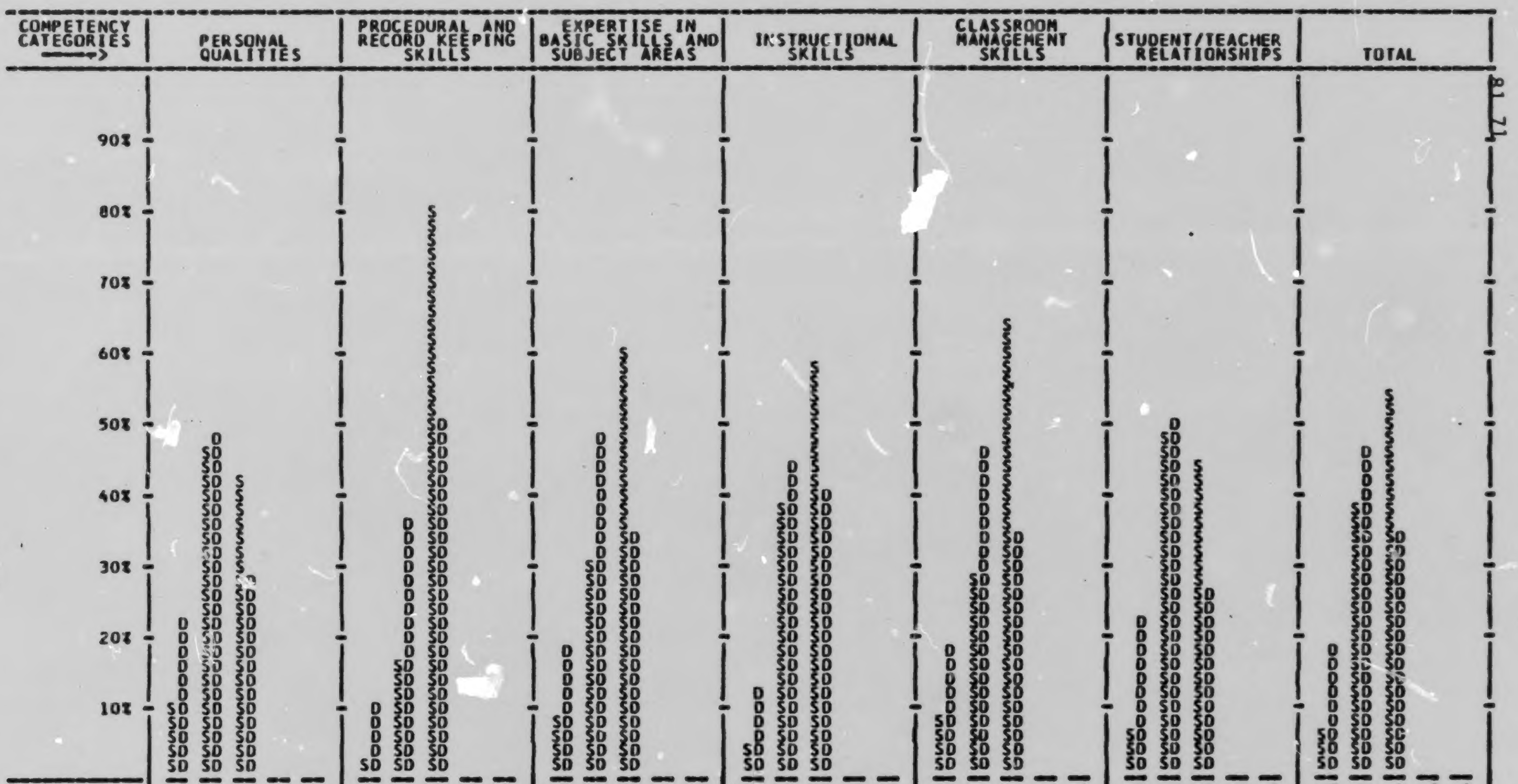
W-52

1981-82 SUMMARY OF TEACHER EVALUATIONS FOR O. HENRY JR. HIGH

(JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

81.71



COMPETENCY CATEGORIES ——>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	23	49	28	0	0	11	37	51	1	0	18	48	34	0	0	13	45	41	1	0	18	47	34	1	0	22	50	26	1	0	18	47	34	1	0
SCHOOL:	11	47	42	0	0	3	17	80	0	0	9	30	60	1	0	4	38	58	0	0	8	28	64	0	0	7	49	44	0	0	7	38	55	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS: TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 020

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT O. HENRY JR. HIGH IN 1981-82
(NUMBER OF TEACHERS RATED = 020)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.7		19	84	76			
1. IS PUNCTUAL	3.7		3	7	10			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.6		1	10	9			
3. EXHIBITS POISE AND SELF-CONTROL	3.5			10	10			
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.9		3	11	6			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.5			9	11			
6. SHOWS ENTHUSIASM FOR WORK	3.8		4	8	7			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.7		1	11	8			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.8		4	8	8			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.8		3	10	7			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.2		2	10	48			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.4		2	3	15			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.2			4	16			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.2			3	17			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.5		9	30	59	1		
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.8		4	7	9			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.1		1		19			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.8		3	10	6			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.5			10	9	1		
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.3		1	3	16			
IIB. INSTRUCTIONAL SKILLS	3.4		9	90	139	1		
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.5		1	8	11			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.5			9	11			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.9		2	14	4			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.6			12	8			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.3			5	14			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.5		1	9	9	1		
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.5			10	10			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.7		1	12	7			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.4		2	3	15			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.3		1	4	15			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.1		1		19			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.2			4	16			
IIC. CLASSROOM MANAGEMENT SKILLS	3.4		13	45	102			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.0		5	10	5			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.2		1	2	17			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.3		1	4	15			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.1			2	18			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.1		6	9	5			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.4			7	13			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.4			7	13			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.2			4	16			
III. STUDENT/TEACHER RELATIONSHIPS	3.6		12	89	79			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.0		2	15	3			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.4		1	6	13			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.5			9	11			
4. TREATS STUDENTS IMPARTIALLY	3.5			9	11			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.7		2	10	8			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.8		1	14	5			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.5			10	10			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.9		5	7	8			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.6		1	9	10			

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COMPETENCIES BY RANK ORDER
FOR TEACHERS AT O. HENRY JR. HIGH IN 1981-82
(NUMBER OF TEACHERS RATED = 020)                                    RATING
                                                                    ------
 IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                   4.05
 IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG       4.00
 III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                      3.95
 IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES         3.90
 III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP       3.85
  IA4. PRESENTS AN EFFECTIVE ROLE MODEL                              3.85
 IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT          3.84
  IA6. SHOWS ENTHUSIASM FOR WORK                                     3.84
 III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST       3.80
  IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS           3.80
  IA8. DEMONSTRATES PROFESSIONAL GROWTH                              3.80
 IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                     3.75
 III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS         3.70
 IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING       3.70
  IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                         3.65
  IA1. IS PUNCTUAL                                                   3.65
 IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT          3.60
  IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS            3.60
 III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING       3.55
 III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS          3.50
 IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU        3.50
 IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM        3.50
 IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                   3.50
  IA3. EXHIBITS POISE AND SELF-CONTROL                               3.50
 III4. TREATS STUDENTS IMPARTIALLY                                   3.45
 III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                  3.45
 IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES          3.45
 IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION        3.45
  IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                       3.45
 III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS           3.40
 IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                  3.35
 IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                     3.35
 IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                  3.35
  IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                     3.35
 IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST               3.30
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG        3.30
 IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT               3.26
 IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM        3.25
 IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK       3.20
 IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS         3.20
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS       3.20
  IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE         3.20
  IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                        3.15
 IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT              3.10
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY                3.10
 IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS             3.10
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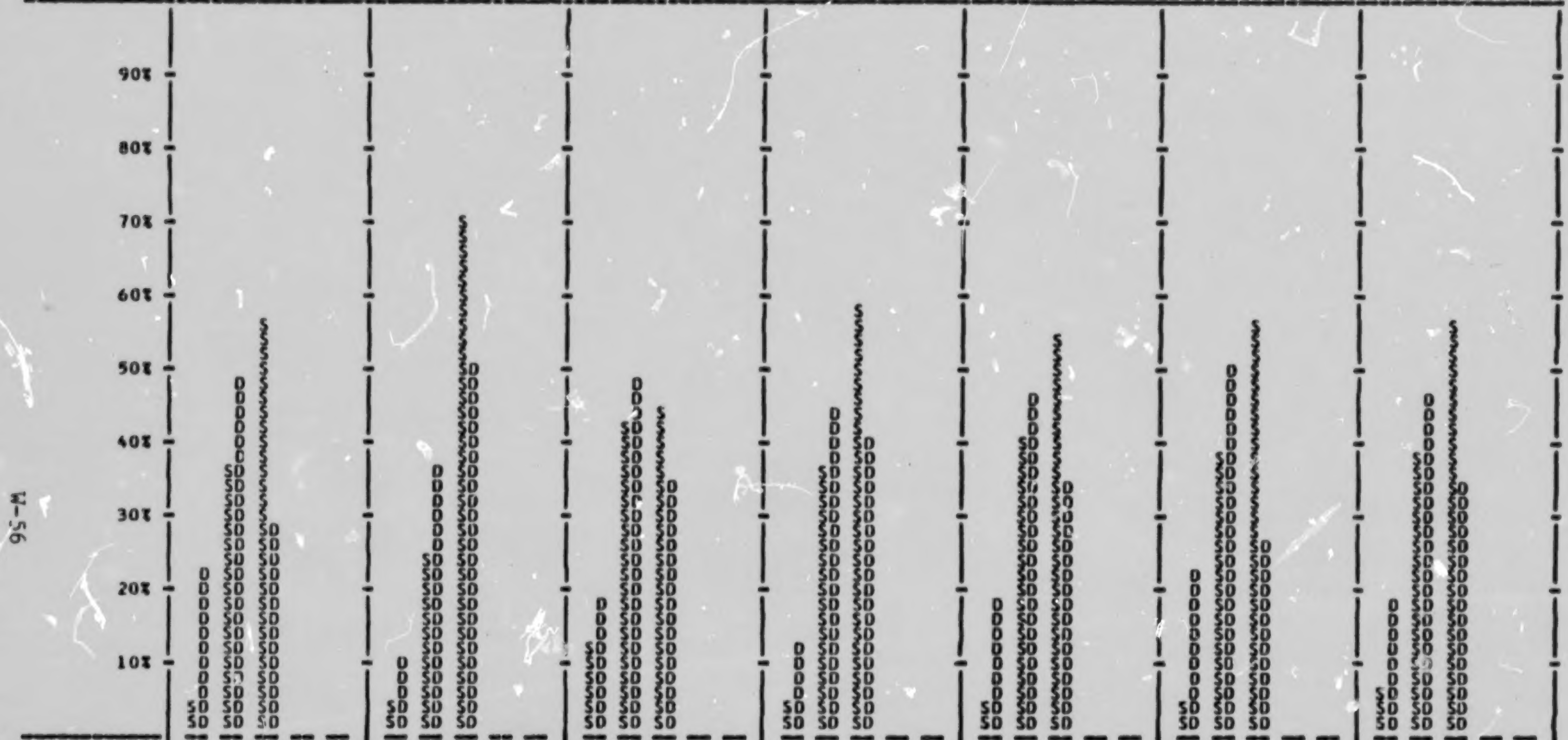
W.55

1981-82 SUMMARY OF TEACHER EVALUATIONS FOR PEARCE JR. HIGH (JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.



COMPETENCY CATEGORIES ——>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	23	49	28	0	0	11	37	51	1	0	18	48	34	0	0	13	45	41	1	0	18	47	34	1	0	22	50	26	1	0	18	47	34	1	0
SCHOOL:	5	37	57	0	0	5	25	70	0	0	13	43	44	0	0	4	37	59	0	0	5	41	55	0	0	5	39	56	0	0	6	38	56	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 027

W-56

81.71

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT PEARCE JR. HIGH IN 1981-82
(NUMBER OF TEACHERS RATED = 027)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.5		13	91	139			
1. IS PUNCTUAL	3.6		4	7	16			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.4		2	6	19			
3. EXHIBITS POISE AND SELF-CONTROL	3.4		2	7	18			
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.8		3	15	9			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.3			9	18			
6. SHOWS ENTHUSIASM FOR WORK	3.8		2	17	8			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.6			15	12			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.3			7	20			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.3			8	19			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.3		4	20	57			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.2		1	4	22			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.4		3	6	18			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.4			10	17			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.7		17	58	60			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.8		4	13	10			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.4		3	5	19			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.1		8	15	4			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.7		2	14	11			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.4			11	16			
IIB. INSTRUCTIONAL SKILLS	3.4		12	121	191			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.5			13	14			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.7		3	14	10			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.5			13	14			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.5		1	12	14			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	[illegible]		2	8	17			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.7		3	13	11			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.6		1	15	11			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.6		2	11	14			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.2			6	21			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.2			6	21			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.2			5	22			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.2			5	22			
IIC. CLASSROOM MANAGEMENT SKILLS	3.5		10	88	118			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.7		7	6	14			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.4			12	15			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.7		2	15	10			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.2			6	21			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.7		1	17	9			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.4			10	17			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.5			13	14			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.3			9	18			
III. STUDENT/TEACHER RELATIONSHIPS	3.5		13	95	135			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.6		2	11	14			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.4			10	17			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.4			10	17			
4. TREATS STUDENTS IMPARTIALLY	3.4			12	15			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.2			5	22			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.7		4	10	13			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.5		1	12	14			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.4			12	15			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.9		6	13	8			

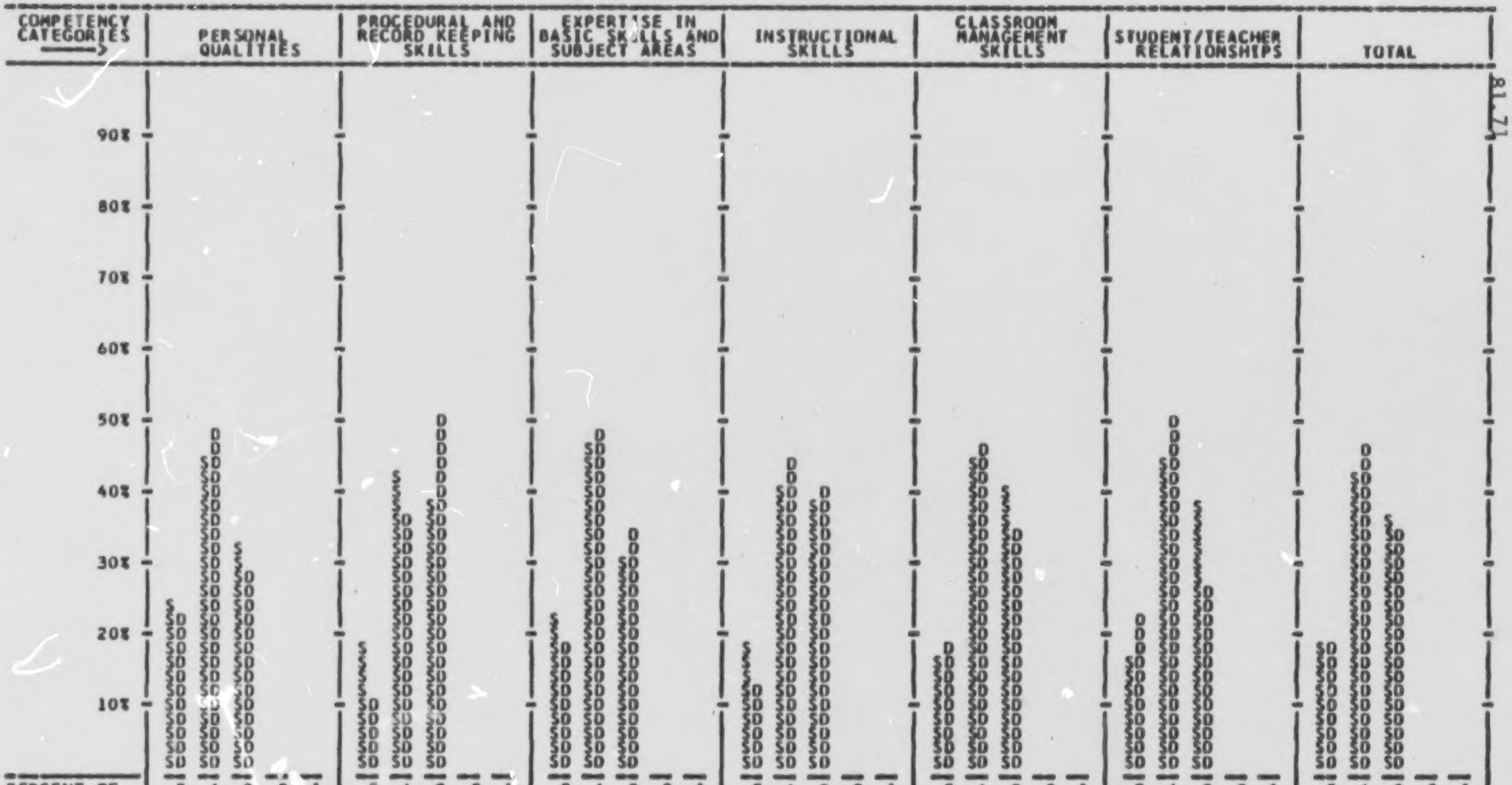
COMPETENCIES BY RANK ORDER
FOR TEACHERS AT PEARCE JR. HIGH IN 1981-82
(NUMBER OF TEACHERS RATED = 027)

	RATING
IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.15
III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.93
IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.78
IA6. SHOWS ENTHUSIASM FOR WORK	3.78
IA4. PRESENTS AN EFFECTIVE ROLE MODEL	3.78
IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.74
IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.74
IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.70
IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.70
IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.70
III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.67
IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.67
IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.63
III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.56
IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.56
IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.56
IA1. IS PUNCTUAL	3.56
III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.52
IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.52
IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.48
IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.48
IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.48
III10. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	3.44
III4. TREATS STUDENTS IMPARTIALLY	3.44
IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.44
IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.44
IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.44
IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.41
IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.41
IA3. EXHIBITS POISE AND SELF-CONTROL	3.41
III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.37
III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.37
IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.37
IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.37
IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.37
IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.33
IA5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.33
IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	3.30
IA8. DEMONSTRATES PROFESSIONAL GROWTH	3.26
IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.22
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.22
IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.22
IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.22
III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.19
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.19
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.19

1981-82 SUMMARY OF TEACHER EVALUATIONS FOR PORTER JR. HIGH (JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

81.71



W-59

COMPETENCY CATEGORIES	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	23	49	28	0	0	11	37	51	1	0	18	48	34	0	0	13	45	41	1	0	18	47	34	1	0	22	50	26	1	0	18	47	34	1	0
SCHOOL:	24	44	32	0	0	18	43	38	0	0	23	46	31	0	0	19	41	39	1	0	16	45	40	0	0	17	44	39	0	0	19	43	37	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS: TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 023

81.71

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT PORTER JR. HIGH IN 1981-82
(NUMBER OF TEACHERS RATED = 023)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.9	4	49	88	65			
1. IS PUNCTUAL	4.0		6	10	7			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.9		3	14	6			
3. EXHIBITS POISE AND SELF-CONTROL	3.9		4	13	6			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.0		5	12	6			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.9		6	9	8			
6. SHOWS ENTHUSIASM FOR WORK	4.0		7	8	8			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.0		7	8	8			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.9	4	5	7	7			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.9		6	7	9			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.8	4	12	28	25			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.8		5	9	9			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.8	1	4	9	9			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.8	3	3	10	7			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.9	15	23	46	31			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.9		4	12	7			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.8	15	1	4	3			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.9		6	9	8			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.0		7	10	6			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.9		5	11	7			
IIB. INSTRUCTIONAL SKILLS	3.8	43	44	95	91	3		
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.8	6	3	8	6			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.7	2	3	9	9			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.8	1	5	8	9			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.7	1	4	9	8	1		
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.6	1	4	8	8	2		
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.8		5	9	9			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.7		4	9	10			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.9	1	6	7	9			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.9		5	11	7			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.7		3	9	11			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.8	9	2	7	5			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	4.0	22		1				
IIC. CLASSROOM MANAGEMENT SKILLS	3.8	17	26	75	66			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.8		4	11	8			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.8		4	10	9			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.8		4	11	8			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.7	2	2	10	9			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.7	1	3	9	10			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.7	1	3	10	9			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.8	1	4	9	9			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.8	12	2	5	4			
III. STUDENT/TEACHER RELATIONSHIPS	3.8	3	35	90	79			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.8	1	4	9	9			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.8	1	4	10	8			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.8		5	9	9			
4. TREATS STUDENTS IMPARTIALLY	3.8		4	10	9			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.7		3	10	10			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.7		3	10	10			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.8		3	12	8			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.8		4	11	8			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.9	1	5	9	8			

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COMPETENCIES BY RANK ORDER
FOR TEACHERS AT PORTER JR. HIGH IN 1981-82
(NUMBER OF TEACHERS RATED = 023)

		RATING
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.04
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	4.00
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.96
IA6.	SHOWS ENTHUSIASM FOR WORK	3.96
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	3.96
IA1.	IS PUNCTUAL	3.96
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.91
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.91
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.91
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	3.91
IA3.	EXHIBITS POISE AND SELF-CONTROL	3.91
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	3.89
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.87
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.87
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.86
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.86
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	3.86
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	3.83
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.83
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.83
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.83
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.83
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.83
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.82
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.82
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.82
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.82
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.80
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.79
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.78
III4.	TREATS STUDENTS IMPARTIALLY	3.78
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.78
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.77
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.77
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.77
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.75
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.74
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.73
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.73
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.71
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.70
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.70
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.68
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.67
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.65
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.64

1981-82 SUMMARY OF TEACHER EVALUATIONS FOR ALLAN (JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

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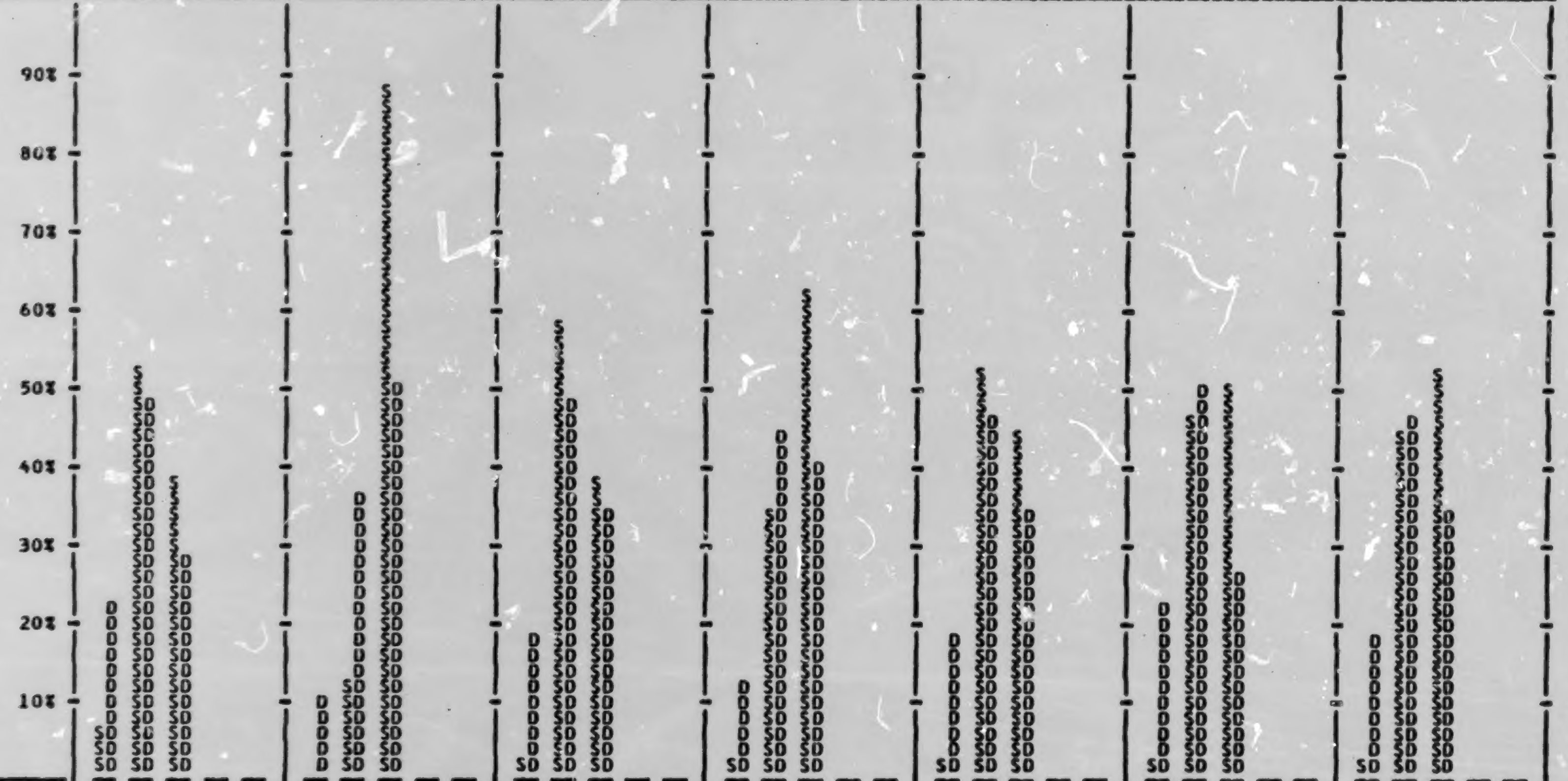

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COMPETENCY CATEGORIES ——>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	23	49	28	0	0	11	37	51	1	0	18	48	34	0	0	13	45	41	1	0	18	47	34	1	0	22	50	26	1	0	18	47	34	1	0
SCHOOL:	7	53	39	0	0	0	12	88	0	0	2	59	39	0	0	3	35	63	0	0	3	53	45	0	0	3	46	51	0	0	3	45	52	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 020

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT ALLAN IN 1981-82
(NUMBER OF TEACHERS RATED = 020)

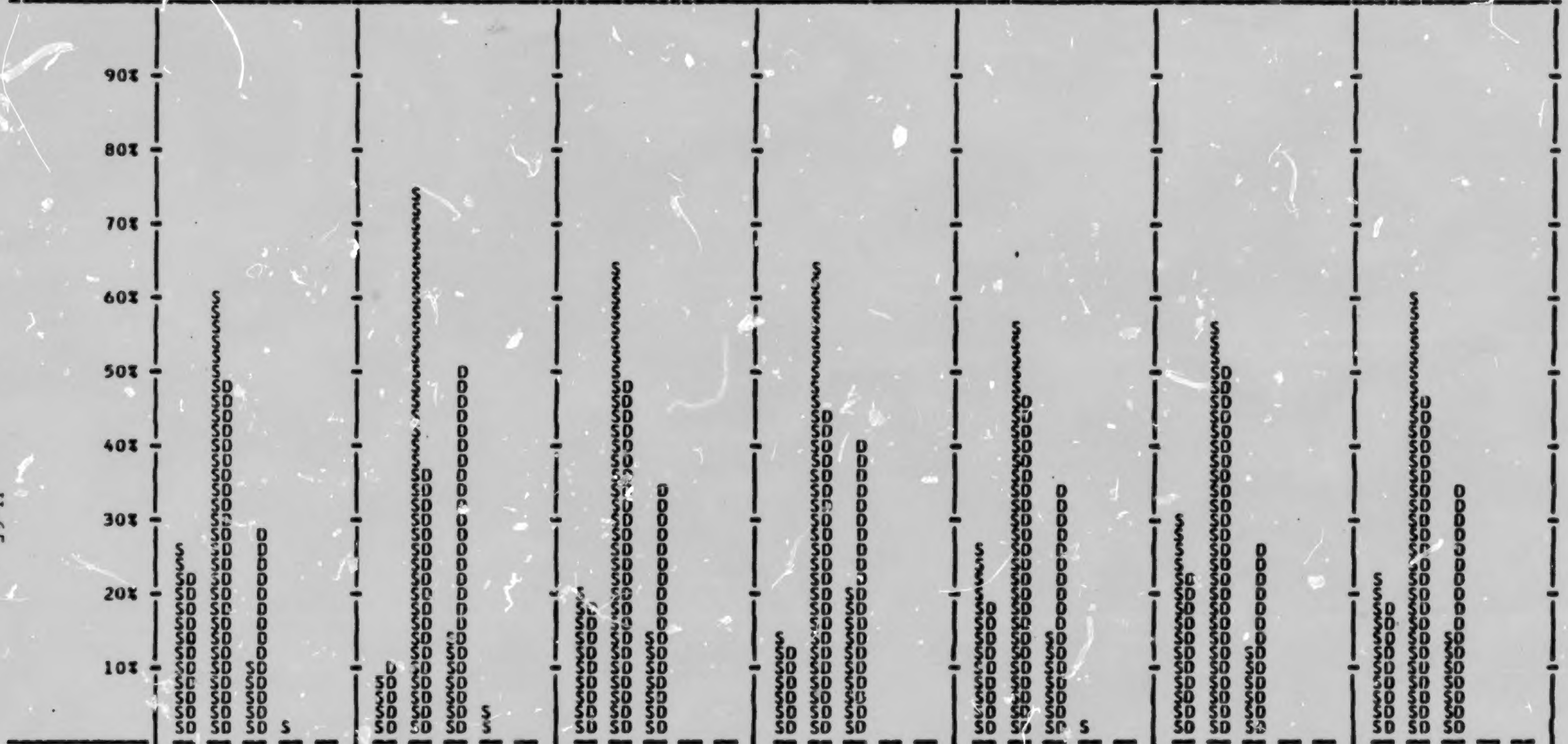
	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.7		13	94	69			
1. IS PUNCTUAL	3.1			2	18			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.5			10	10			
3. EXHIBITS POISE AND SELF-CONTROL	3.9		1	16	3			
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.8		2	12	6			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.5			10	9			
6. SHOWS ENTHUSIASM FOR WORK	4.1		3	15	2			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.0		3	14	3			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.3			5	12			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.9		4	10	6			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.1			7	53			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.2			4	16			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.1			2	18			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.1			1	19			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.6		2	56	37			4
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.7			13	7			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.5			8	8			4
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.6		1	9	10			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.6			11	9			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.9		1	15	3			
IIB. INSTRUCTIONAL SKILLS	3.4	14	6	76	137			5
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.4		1	6	13			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.6		1	10	9			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.7		2	10	8			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.4			8	12			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.7		1	11	8			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.5			10	10			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.4			7	13			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.4			7	13			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.2			4	16			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.1			1	17			1
11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.1	1		2	16			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.7	13	1		2			4
IIC. CLASSROOM MANAGEMENT SKILLS	3.6	2	4	83	71			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.6		1	9	10			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.8		1	14	5			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.9		2	13	5			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.4			7	13			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.8			16	4			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.3			6	14			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.7			14	6			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.2	2		4	14			
III. STUDENT/TEACHER RELATIONSHIPS	3.5		5	82	92			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.7			14	5			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.7		2	9	9			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.5		1	8	11			
4. TREATS STUDENTS IMPARTIALLY	3.5		1	7	12			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.5		1	8	11			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.6			12	8			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.3			6	14			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.5			9	11			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.5			9	11			

COMPETENCIES BY RANK ORDER
FOR TEACHERS AT ALLAN IN 1981-82
(NUMBER OF TEACHERS RATED = 020)

		RATING
IA6.	SHOWS ENTHUSIASM FOR WORK	4.05
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.00
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	3.99
IA3.	EXHIBITS POISE AND SELF-CONTROL	3.90
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.89
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.85
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.80
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.80
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	3.80
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.74
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.70
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.70
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.67
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.65
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.65
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.65
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.60
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.60
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.55
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.55
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.55
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	3.53
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.50
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.50
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.50
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.50
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.50
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.45
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	3.45
III4.	TREATS STUDENTS IMPARTIALLY	3.45
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.40
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.40
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.35
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.35
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.35
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.30
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.30
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	3.29
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.22
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.20
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.20
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.11
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.10
IA1.	IS PUNCTUAL	3.10
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.06
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.05

1981-82 SUMMARY OF TEACHER EVALUATIONS FOR ALLISON (JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.



COMPETENCY CATEGORIES ---->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	23	49	28	0	0	11	37	51	1	0	18	48	34	0	0	13	45	41	1	0	18	47	34	1	0	22	50	26	1	0	18	47	34	1	0
SCHOOL:	27	60	10	3	0	8	74	14	5	0	20	65	15	0	0	15	64	21	0	0	26	57	15	2	0	31	57	12	1	0	22	61	15	1	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 022

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT ALLISON IN 1981-82
(NUMBER OF TEACHERS RATED = 022)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.1		53	119	20	5		
1. IS PUNCTUAL	4.0		3	17		2		
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.1		4	16	2			
3. EXHIBITS POISE AND SELF-CONTROL	4.2		7	13	1	1		
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.3		11	7	3	1		
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.2		7	13	1	1		
6. SHOWS ENTHUSIASM FOR WORK	3.9		3	14	5			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.4		9	11	1			
8. DEMONSTRATES PROFESSIONAL GROWTH	4.0		5	12	5			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.1		4	16	2			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.8		5	49	9	3		
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.7			17	4	1		
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.9		3	14	4	1		
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	4.0		2	18	1	1		
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.1		22	70	16			2
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.1		6	12	4			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.0		1	17	2			2
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.0		6	10	6			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.2		6	14	2			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.0		3	17	2			
IIB. INSTRUCTIONAL SKILLS	3.9		40	168	56			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.9		2	15	5			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.9		1	18	3			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.9		5	9	8			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.1		6	13	3			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	4.1		5	14	3			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.8		2	13	7			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.0		4	15	3			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.9		5	10	7			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	4.1		7	10	5			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.9		1	18	3			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.8			18	4			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.9		2	15	5			
IIC. CLASSROOM MANAGEMENT SKILLS	4.1		46	100	27	3		
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.0		8	9	3	2		
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.0		4	16	1	1		
3. ORGANIZES CLASS ROUTINES SO LITTLF TIME IS LOST	4.1		6	13	3			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.1		5	15	2			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.2		8	10	4			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.0		7	9	6			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.2		7	13	2			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.8		1	15	6			
III. STUDENT/TEACHER RELATIONSHIPS	4.2		61	113	23	1		
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.9			19	3			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.9		2	16	4			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.5		11	10	1			
4. TREATS STUDENTS IMPARTIALLY	4.7		17	3	2			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.5		11	10	1			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.0		4	15	3			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.9		2	16	4			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.4		10	10	2			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.0		4	14	3	1		

81.71

W-66

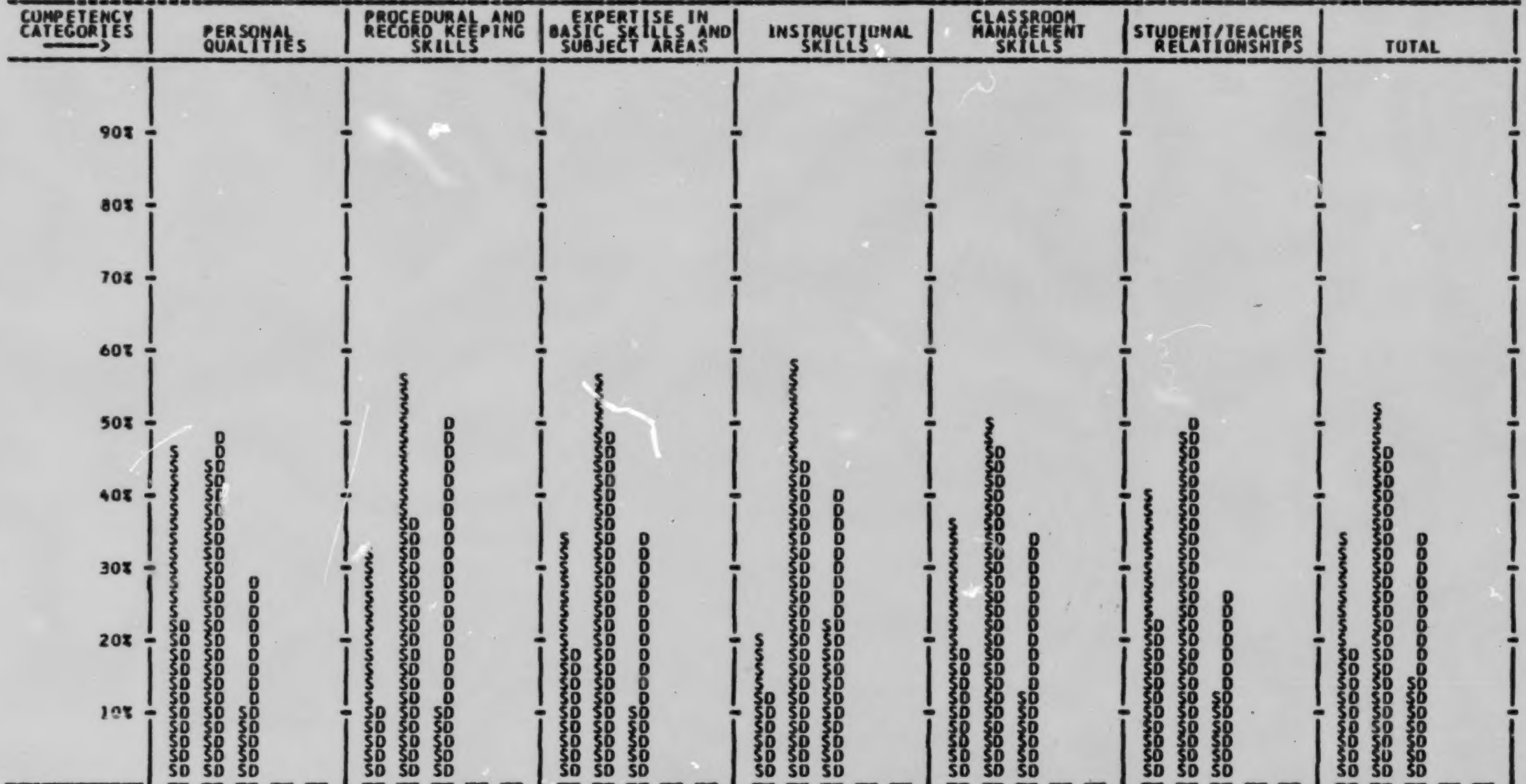
COMPETENCIES BY RANK ORDER
FOR TEACHERS AT ALLISON IN 1981-82
(NUMBER OF TEACHERS RATED = 022)

		RATING
III4.	TREATS STUDENTS IMPARTIALLY	4.68
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.45
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.45
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.38
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	4.36
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	4.27
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.23
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.18
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.18
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	4.18
IA3.	EXHIBITS POISE AND SELF-CONTROL	4.18
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.14
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.14
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.14
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	4.09
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	4.09
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.09
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	4.09
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.09
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.05
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.05
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.05
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.05
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.05
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.05
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.00
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	4.00
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.95
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.95
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.95
IA1.	IS PUNCTUAL	3.95
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.91
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.91
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.91
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.91
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.91
IA6.	SHOWS ENTHUSIASM FOR WORK	3.91
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.86
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.86
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.86
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.86
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.86
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.82
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.77
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.77
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.73

1981-82 SUMMARY OF TEACHER EVALUATIONS FOR ANDREWS

(JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.



	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	23	49	28	0	0	11	37	51	1	0	18	48	34	0	0	13	45	41	1	0	18	47	34	1	0	22	50	26	1	0	18	47	34	1	0
SCHOOL:	46	44	10	0	0	33	56	10	0	0	34	56	10	0	0	20	58	22	0	0	37	50	13	0	0	40	48	13	0	0	34	52	14	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 016

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT ANDREWS IN 1981-82
(NUMBER OF TEACHERS RATED = 016)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.4		66	64	14			
1. IS PUNCTUAL	4.5		8	8				
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.6		9	7				
3. EXHIBITS POISE AND SELF-CONTROL	4.0		5	6	5			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.3		6	9	1			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.3		7	7	2			
6. SHOWS ENTHUSIASM FOR WORK	4.6		10	5	1			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.3		6	9	1			
8. DEMONSTRATES PROFESSIONAL GROWTH	4.3		7	7	2			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.4		8	6	2			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	4.2		16	27	5			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	4.2		5	9	2			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	4.3		6	8	2			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	4.3		5	10	1			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.2		27	45	8			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.4		7	8	1			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.3		6	9	1			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.1		5	8	3			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.1		4	10	2			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.3		5	10	1			
IIB. INSTRUCTIONAL SKILLS	4.0		38	111	43			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.1		2	13	1			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.1		3	11	2			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.1		4	9	3			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.1		5	8	3			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.9		2	10	4			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.2		5	9	2			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.1		5	8	3			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.0		3	10	3			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.8		2	9	5			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.8		3	7	6			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.8		2	8	6			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.8		2	9	5			
IIC. CLASSROOM MANAGEMENT SKILLS	4.2		47	64	16			1
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.3		6	8	2			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.3		7	7	2			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.3		7	6	3			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.1		4	9	3			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.3		6	8	2			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.3		6	8	2			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.3		6	9	1			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	4.3		5	9	1			1
III. STUDENT/TEACHER RELATIONSHIPS	4.3		57	69	18			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.4		7	8	1			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.3		5	10	1			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.1		4	10	2			
4. TREATS STUDENTS IMPARTIALLY	4.4		8	6	2			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.1		5	7	4			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.3		7	6	3			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.3		7	6	3			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.4		7	9				
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.3		7	7	2			

81.71

W-69

493

494

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COMPETENCIES BY RANK ORDER
FOR TEACHERS AT ANDREWS IN 1981-82
(NUMBER OF TEACHERS RATED = 016)                                        RATING
                                                                        ------
  IA6. SHOWS ENTHUSIASM FOR WORK                                         4.56
  IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS                4.56
  IA1. IS PUNCTUAL                                                       4.50
 III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP           4.44
 III4. TREATS STUDENTS IMPARTIALLY                                       4.38
 III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                          4.38
 IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                         4.38
  IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS               4.38
 III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING           4.31
 IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                      4.31
 IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS             4.31
 IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS                 4.31
  IA8. DEMONSTRATES PROFESSIONAL GROWTH                                  4.31
  IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                             4.31
  IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                           4.31
  IA4. PRESENTS AN EFFECTIVE ROLE MODEL                                  4.31
 IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK           4.27
 III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS              4.25
 III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST           4.25
 III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS               4.25
 IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                         4.25
 IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                       4.25
 IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST                   4.25
 IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG           4.25
 IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM            4.25
  IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                            4.25
  IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE             4.25
 IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM            4.19
  IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                         4.19
 III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                      4.13
 IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU            4.13
 IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT              4.13
 IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION            4.13
 IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT              4.13
 III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS             4.06
 IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT                  4.06
 IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES             4.06
 IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES              4.06
 IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                       4.06
 IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING           4.00
  IA3. EXHIBITS POISE AND SELF-CONTROL                                   4.00
 IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT                   3.88
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS           3.81
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG            3.81
 IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                      3.81
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY                    3.75
```

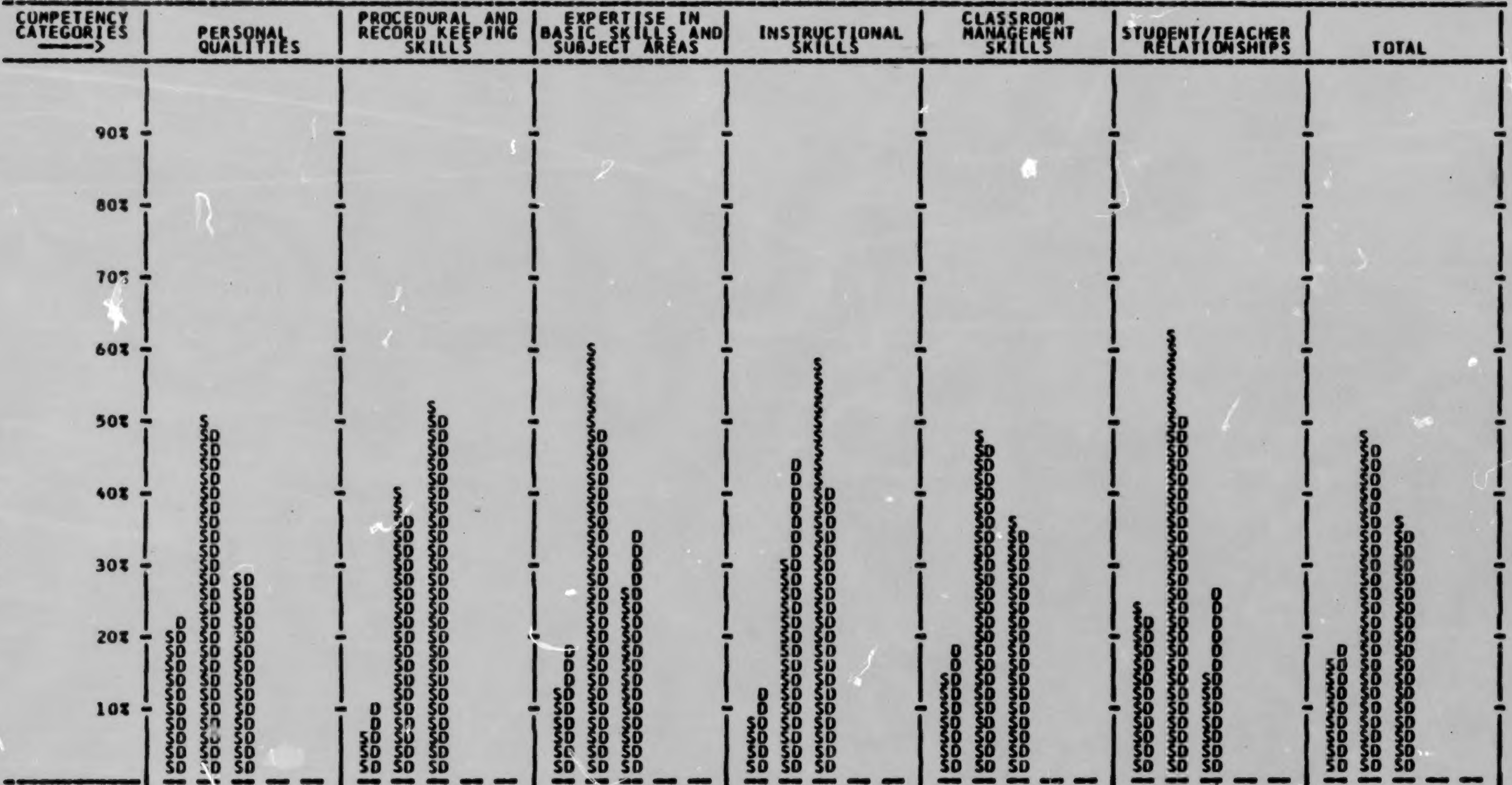
W-70

1981-82 SUMMARY OF TEACHER EVALUATIONS FOR BARRINGTON (JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

W-71

81.71



PERCENT OF RESPONSES:	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	23	49	28	0	0	11	37	51	1	0	18	48	34	0	0	13	45	41	1	0	18	47	34	1	0	22	50	26	1	0	18	47	34	1	0
SCHOOL:	21	51	28	0	0	6	41	53	0	0	13	61	26	0	0	9	31	59	0	0	15	49	36	0	0	24	62	14	0	0	16	48	36	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 011

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT BARRINGTON IN 1981-82
(NUMBER OF TEACHERS RATED = 011)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.9		21	50	28			
1. IS PUNCTUAL	4.3		4	6	1			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.1		2	8	1			
3. EXHIBITS POISE AND SELF-CONTROL	3.7		1	6	4			
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.9		3	4	4			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.9		2	6	3			
6. SHOWS ENTHUSIASM FOR WORK	4.2		5	3	3			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.7		1	6	4			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.8		2	5	4			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.7		1	6	4			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.5	1	2	13	17			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	4.0		2	7	2			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.4			4	7			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.2	1		2	8			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.9		7	33	14			1
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.0			11				
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.0		2	6	2			1
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.3		3	8				
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.5		2	2	7			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.5			6	5			
IIB. INSTRUCTIONAL SKILLS	3.5	16	11	36	69			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.4			4	7			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.6		1	5	5			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.0		3	5	3			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.3			3	8			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.5		3		8			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.3			3	8			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.7		1	6	4			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.7		1	6	4			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.4	1	1	2	7			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.4	1	1	2	7			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.0	8			3			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.0	6			5			
IIC. CLASSROOM MANAGEMENT SKILLS	3.8	8	12	39	29			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.9		1	8	2			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.7	2		6	3			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.0		1	9	1			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.4			4	7			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.9		4	2	5			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.9		4	2	5			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.8		2	5	4			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.6	6		3	2			
III. STUDENT/TEACHER RELATIONSHIPS	4.1		24	61	14			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.6		1	5	5			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.7			8	3			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.1		2	8	1			
4. TREATS STUDENTS IMPARTIALLY	4.5		6	5				
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.7		8	3				
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.2		2	9				
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.7			8	3			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.2		2	9				
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.1		3	6	2			

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 COMPETENCIES BY RANK ORDER
 FOR TEACHERS AT BARRINGTON IN 1981-82
 (NUMBER OF TEACHERS RATED = 011)                                 RATING
                                                                  ------
 III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS       4.73
 III4. TREATS STUDENTS IMPARTIALLY                                 4.55
 IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT        4.27
  IA1. IS PUNCTUAL                                                 4.27
 III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP     4.18
 III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST     4.18
  IA6. SHOWS ENTHUSIASM FOR WORK                                   4.18
 III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING     4.09
 III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                4.09
  IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS          4.09
 IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST             4.00
 IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES       4.00
 IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS           4.00
 IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                   4.00
  IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                   4.00
 IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                   3.91
 IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                 3.91
 IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG     3.91
  IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                     3.91
  IA4. PRESENTS AN EFFECTIVE ROLE MODEL                            3.91
 IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                3.82
  IA8. DEMONSTRATES PROFESSIONAL GROWTH                            3.82
 III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS        3.73
 III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS         3.73
 IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING     3.73
 IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU      3.73
  IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS         3.73
  IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                       3.73
  IA3. EXHIBITS POISE AND SELF-CONTROL                             3.73
 IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS       3.67
 III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                    3.64
 IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES        3.64
 IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK     3.60
 IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT             3.55
 IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM      3.55
 IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION      3.55
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG      3.40
 IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                3.40
 IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT            3.36
 IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                 3.36
  IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE       3.36
 IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM      3.27
 IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT        3.27
  IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                      3.20
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS     3.00
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY              3.00
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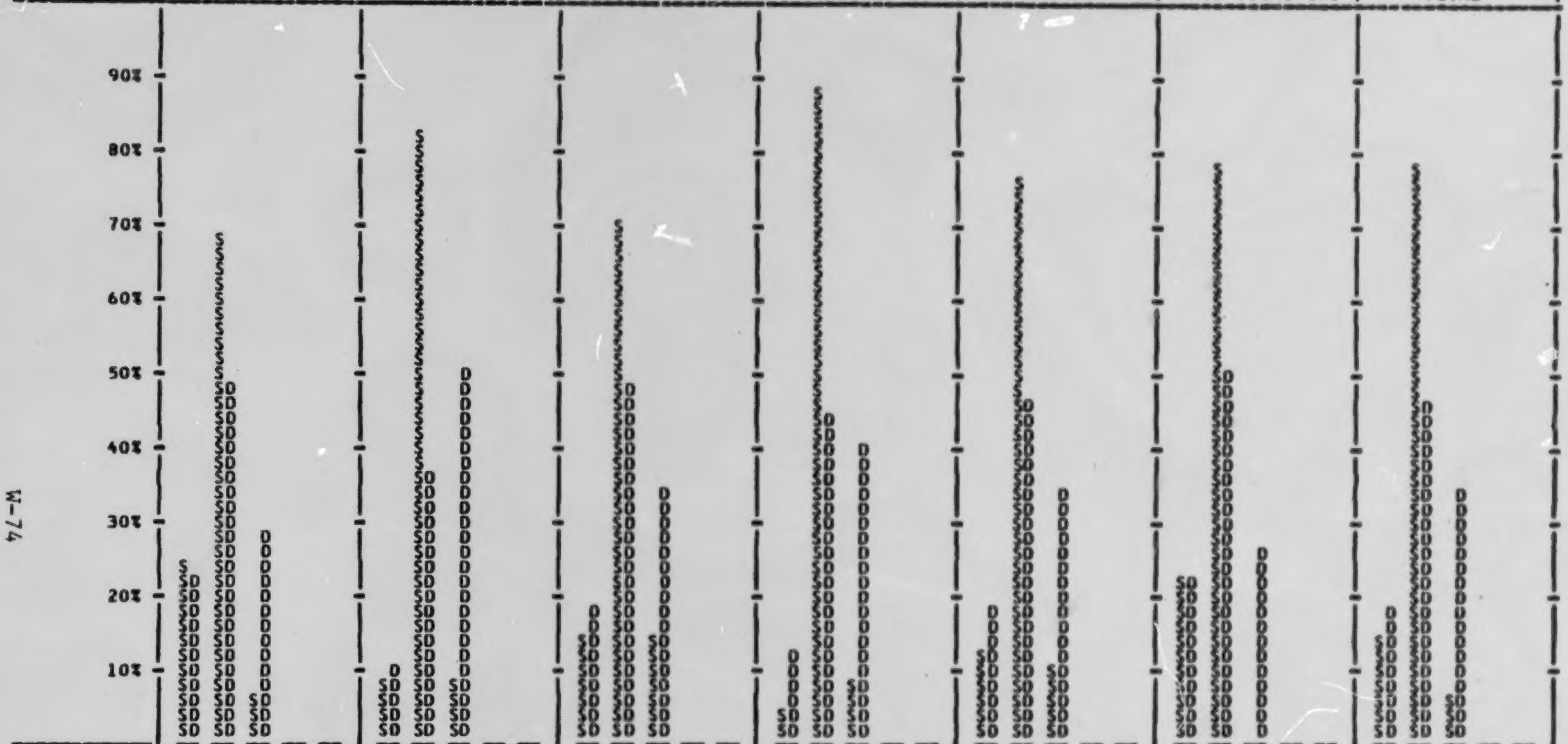
1981-82 SUMMARY OF TEACHER EVALUATIONS FOR BARTON HILLS

(JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

W-74



COMPETENCY CATEGORIES ——>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	23	49	28	0	0	11	37	51	1	0	18	48	34	0	0	13	45	41	1	0	18	47	34	1	0	22	50	26	1	0	18	47	34	1	0
SCHOOL:	25	69	6	0	0	8	83	8	0	0	15	70	15	0	0	4	88	8	0	0	13	77	10	0	0	22	78	0	0	0	15	78	7	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS: TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 004

81.71

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT BARTON HILLS IN 1981-82
(NUMBER OF TEACHERS RATED = 004)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.2		9	25	2			
1. IS PUNCTUAL	5.0		4					
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.0			4				
3. EXHIBITS POISE AND SELF-CONTROL	4.0			4				
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.3		1	3				
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.3		1	3				
6. SHOWS ENTHUSIASM FOR WORK	4.5		2	2				
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.3		1	3				
8. DEMONSTRATES PROFESSIONAL GROWTH	3.5			2	2			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.0			4				
IB. PROCEDURAL AND RECORDKEEPING SKILLS	4.0		1	10	1			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	4.3		1	3				
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	4.0			4				
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.8			3	1			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.0		3	14	3			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.5		2	2				
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.5			2	2			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.0		1	2	1			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.0			4				
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.0			4				
IIB. INSTRUCTIONAL SKILLS	4.0		2	42	4			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.0			4				
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.0			4				
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.3		1	3				
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.0			4				
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	4.0			4				
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.0			4				
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.3		1	3				
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.0			4				
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.5			2	2			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.8			3	1			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.8			3	1			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	4.0			4				
IIC. CLASSROOM MANAGEMENT SKILLS	4.0		4	24	3			1
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.3		1	3				
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.5		2	2				
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.0			4				
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.5			2	2			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.0			4				
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.0			4				
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.3		1	3				
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.7			2	1			1
III. STUDENT/TEACHER RELATIONSHIPS	4.2		8	28				
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.0			4				
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.0			4				
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.5		2	2				
4. TREATS STUDENTS IMPARTIALLY	4.3		1	3				
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.3		1	3				
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.3		1	3				
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.3		1	3				
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.3		1	3				
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.3		1	3				

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COMPETENCIES BY RANK ORDER
FOR TEACHERS AT BARTON HILLS IN 1981-82
(NUMBER OF TEACHERS RATED = 004)                                  RATING
                                                                  ------
 IA1. IS PUNCTUAL                                                  5.00
III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                 4.50
IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS        4.50
IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                    4.50
 IA6. SHOWS ENTHUSIASM FOR WORK                                    4.50
III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING      4.25
III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP      4.25
III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS         4.25
III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST      4.25
III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS        4.25
III4. TREATS STUDENTS IMPARTIALLY                                  4.25
IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                 4.25
IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG      4.25
IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU       4.25
IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES        4.25
 IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                    4.25
 IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                        4.25
 IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                      4.25
 IA4. PRESENTS AN EFFECTIVE ROLE MODEL                             4.25
III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS          4.00
III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                     4.00
IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                    4.00
IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                  4.00
IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST              4.00
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS     4.00
IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING      4.00
IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM       4.00
IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT              4.00
IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT         4.00
IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES         4.00
IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                  4.00
IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM       4.00
IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION       4.00
IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT         4.00
 IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE        4.00
 IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS          4.00
 IA3. EXHIBITS POISE AND SELF-CONTROL                              4.00
 IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS           4.00
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY              3.75
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG      3.75
 IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                       3.75
IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK      3.67
IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT             3.50
IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                 3.50
IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS            3.50
 IA8. DEMONSTRATES PROFESSIONAL GROWTH                             3.50
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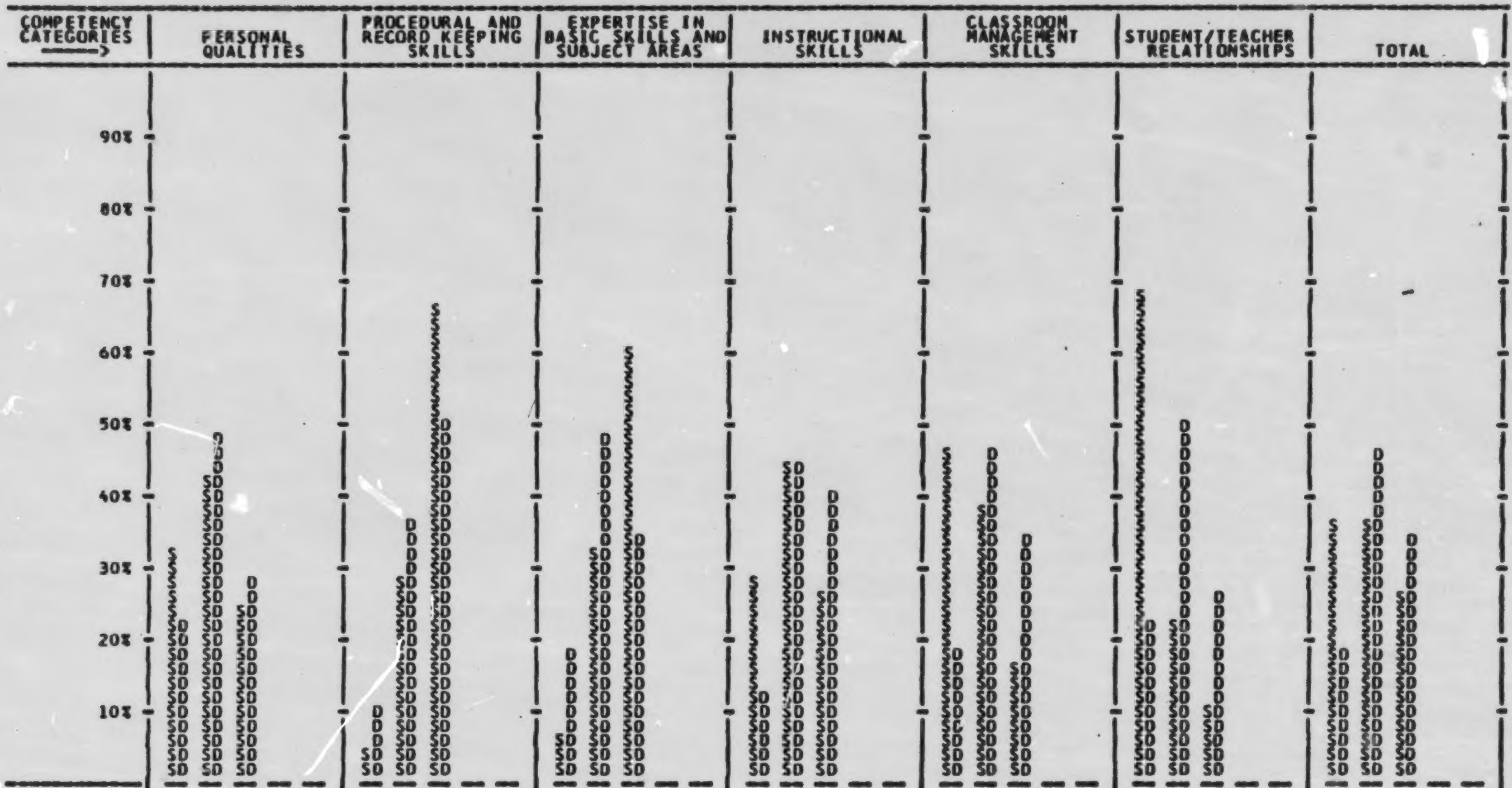
1981-82 SUMMARY OF TEACHER EVALUATIONS FOR BECKER

(JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.



COMPETENCY CATEGORIES ———>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	23	49	28	0	0	11	37	51	1	0	18	48	34	0	0	13	45	41	1	0	18	47	34	1	0	22	50	26	1	0	18	47	34	1	0
SCHOOL:	33	43	24	0	0	4	29	67	0	0	7	33	60	0	0	29	44	26	1	0	46	38	16	0	0	68	22	10	0	0	37	36	27	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS: TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 015

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT BECKER IN 1981-82
(NUMBER OF TEACHERS RATED = 015)

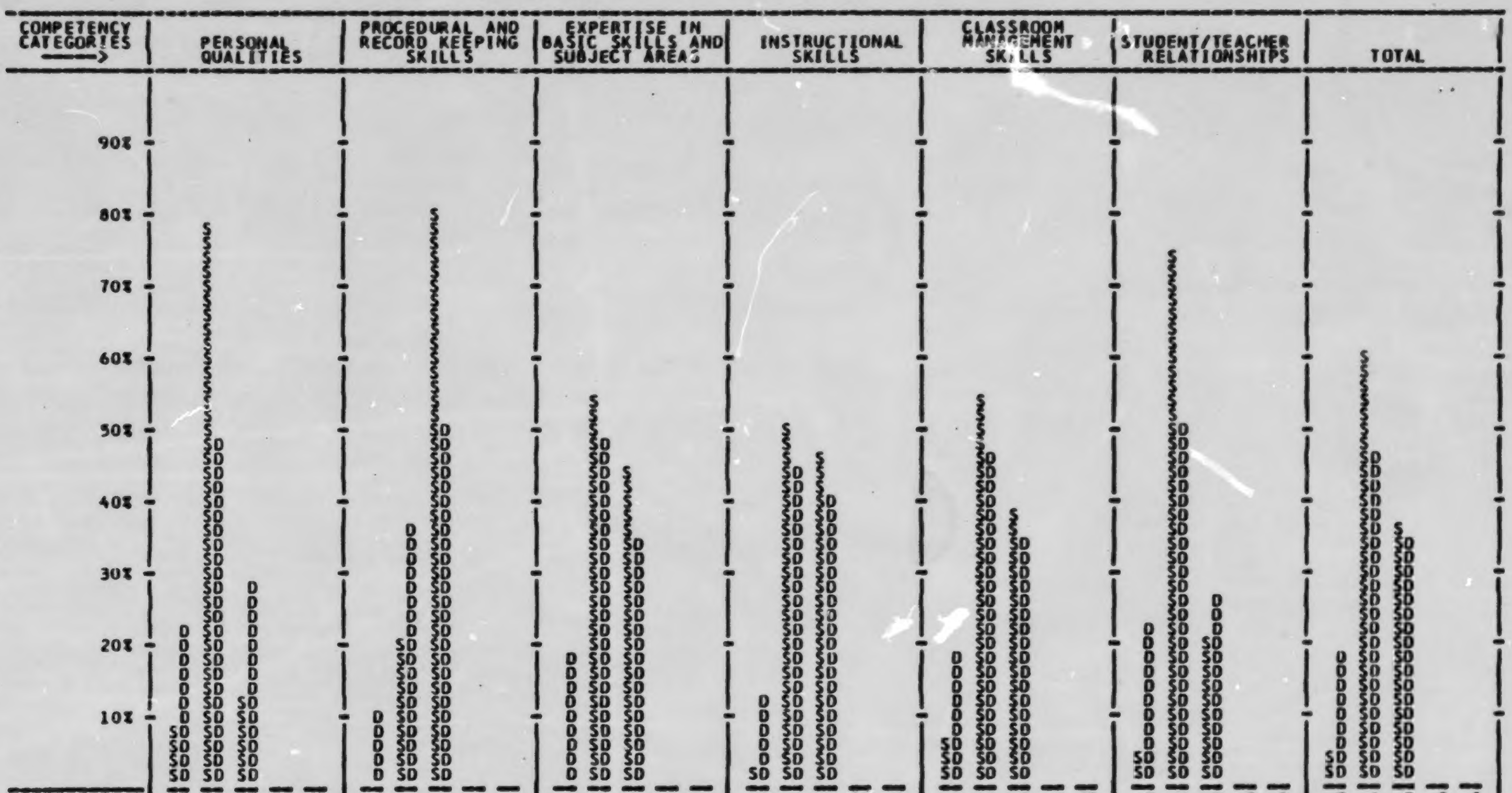
	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.1		45	58	32			
1. IS PUNCTUAL	3.2			3	12			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.2			3	12			
3. EXHIBITS POISE AND SELF-CONTROL	4.3		4	11				
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.2		5	8	2			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.3		6	8	1			
6. SHOWS ENTHUSIASM FOR WORK	4.6		10	4	1			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.6		10	4	1			
8. DEMONSTRATES PROFESSIONAL GROWTH	4.1		3	10	2			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.4		7	7	1			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.4		2	13	30			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.3			4	11			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.3		1	3	11			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.5		1	6	8			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.5		5	25	45			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.1			1	14			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.1			1	14			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.1		3	11	1			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.0		2	11	2			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.1			1	14			
IIB. INSTRUCTIONAL SKILLS	4.0		53	79	47	1		
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.5		8	6	1			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.4		7	7	1			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.3		5	9	1			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.3		5	9	1			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.7		2	8	4	1		
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.5		10	3	2			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.3		7	6	2			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.2		5	8	2			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	4.2		3	12				
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.2			3	12			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.2			3	12			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.5		1	5	9			
IIC. CLASSROOM MANAGEMENT SKILLS	4.3		55	46	19			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.7		11	4				
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.3		6	7	2			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.3		6	7	2			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.4		2	2	11			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.7		11	4				
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.4		7	7	1			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.3		[illegible]	8	1			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	4.3		6	7	2			
III. STUDENT/TEACHER RELATIONSHIPS	4.6		92	30	13			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.9		13	2				
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.7		11	3	1			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.8		13	1	1			
4. TREATS STUDENTS IMPARTIALLY	4.9		13	2				
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.8		12	3				
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.7		12	2	1			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.5		9	5	1			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.5		9	5	1			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.5			7	8			

COMPETENCIES BY RANK ORDER
FOR TEACHERS AT BECKER III 1981-82
(NUMBER OF TEACHERS RATED = 015)

		RATING
III4.	TREATS STUDENTS IMPARTIALLY	4.87
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.87
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.80
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.80
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.73
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.73
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.73
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.67
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.60
IA6.	SHOWS ENTHUSIASM FOR WORK	4.60
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	4.53
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.53
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.53
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.47
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.40
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.40
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	4.40
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.33
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.33
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	4.33
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	4.27
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.27
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.27
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.27
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	4.27
IA3.	EXHIBITS POISE AND SELF-CONTROL	4.27
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	4.20
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.20
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	4.20
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.13
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	4.07
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.00
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.73
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.53
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.47
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.47
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.40
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.33
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.27
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.20
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.20
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.20
IA1.	IS PUNCTUAL	3.20
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.07
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.07
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.07

1981-82 SUMMARY OF TEACHER EVALUATIONS FOR BLACKSHEAR (JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.



PERCENT OF RESPONSES:	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	23	49	28	0	0	11	37	51	1	0	18	48	34	0	0	13	45	41	1	0	18	47	34	1	0	22	50	26	1	0	18	47	34	1	0
SCHOOL:	9	78	13	0	0	0	20	80	0	0	1	54	45	0	0	3	50	47	0	0	6	55	39	0	0	4	75	21	0	0	5	60	36	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 015

81.71

M-80

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT BLACKSHEAR IN 1981-82
(NUMBER OF TEACHERS RATED = 015)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.0		12	105	17			
1. IS PUNCTUAL	3.9		2	9	4			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.7			10	5			
3. EXHIBITS POISE AND SELF-CONTROL	4.1		2	11	1			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.0		1	13	1			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.0		2	11	2			
6. SHOWS ENTHUSIASM FOR WORK	4.1		2	13				
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.0			15				
8. DEMONSTRATES PROFESSIONAL GROWTH	3.9		1	12	2			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.0		2	11	2			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.2			9	36			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.2			3	12			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.2			3	12			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.2			3	12			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.6		1	38	32			3
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.6			9	5			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.4			5	7			3
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.7		1	8	6			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.7			10	5			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.4			6	9			
IIB. INSTRUCTIONAL SKILLS	3.6		5	86	81			5
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.8			12	3			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.7			11	4			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.5			7	8			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.6		1	7	7			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.6		3	3	8			1
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.9		1	11	3			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.5			8	7			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.6			9	6			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.4			5	9			1
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.3			4	9			1
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.3			4	9			1
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.4			5	8			1
IIC. CLASSROOM MANAGEMENT SKILLS	3.7		7	65	47			1
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.2		7	4	4			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.7			11	4			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.8			12	3			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.3			4	11			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.6			9	6			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.5			8	7			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.7			11	4			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.4			6	8			1
III. STUDENT/TEACHER RELATIONSHIPS	3.8		6	101	28			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.9			13	2			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.9		1	11	3			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.0		1	13	1			
4. TREATS STUDENTS IMPARTIALLY	4.0		1	13	1			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.0		1	13	1			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.8			12	3			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.7		2	7	6			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.6			9	6			
[illegible] AROU[illegible]HE [illegible] TO [illegible]LITA[illegible]NDI[illegible]L L[illegible]NG	[illegible]			[illegible]	[illegible]			

81.71

W-81

513

514

COMPETENCIES BY RANK ORDER
FOR TEACHERS AT BLACKSHEAR IN 1981-82
(NUMBER OF TEACHERS RATED = 015)

		RATING
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.20
IA6.	SHOWS ENTHUSIASM FOR WORK	4.13
IA3.	EXHIBITS POISE AND SELF-CONTROL	4.07
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.00
III4.	TREATS STUDENTS IMPARTIALLY	4.00
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.00
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	4.00
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.00
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	4.00
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	4.00
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	3.93
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.87
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.87
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.87
IA1.	IS PUNCTUAL	3.87
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.80
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.80
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.80
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.73
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.73
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.73
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.73
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.67
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.67
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.67
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.67
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.64
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.64
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	3.60
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.60
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.60
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.60
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.53
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.53
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.47
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.43
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.42
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.40
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.38
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.36
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.31
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.31
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.27
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.20
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.20
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.20

W-82

1981-82 SUMMARY OF TEACHER EVALUATIONS FOR BLANTON

(JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

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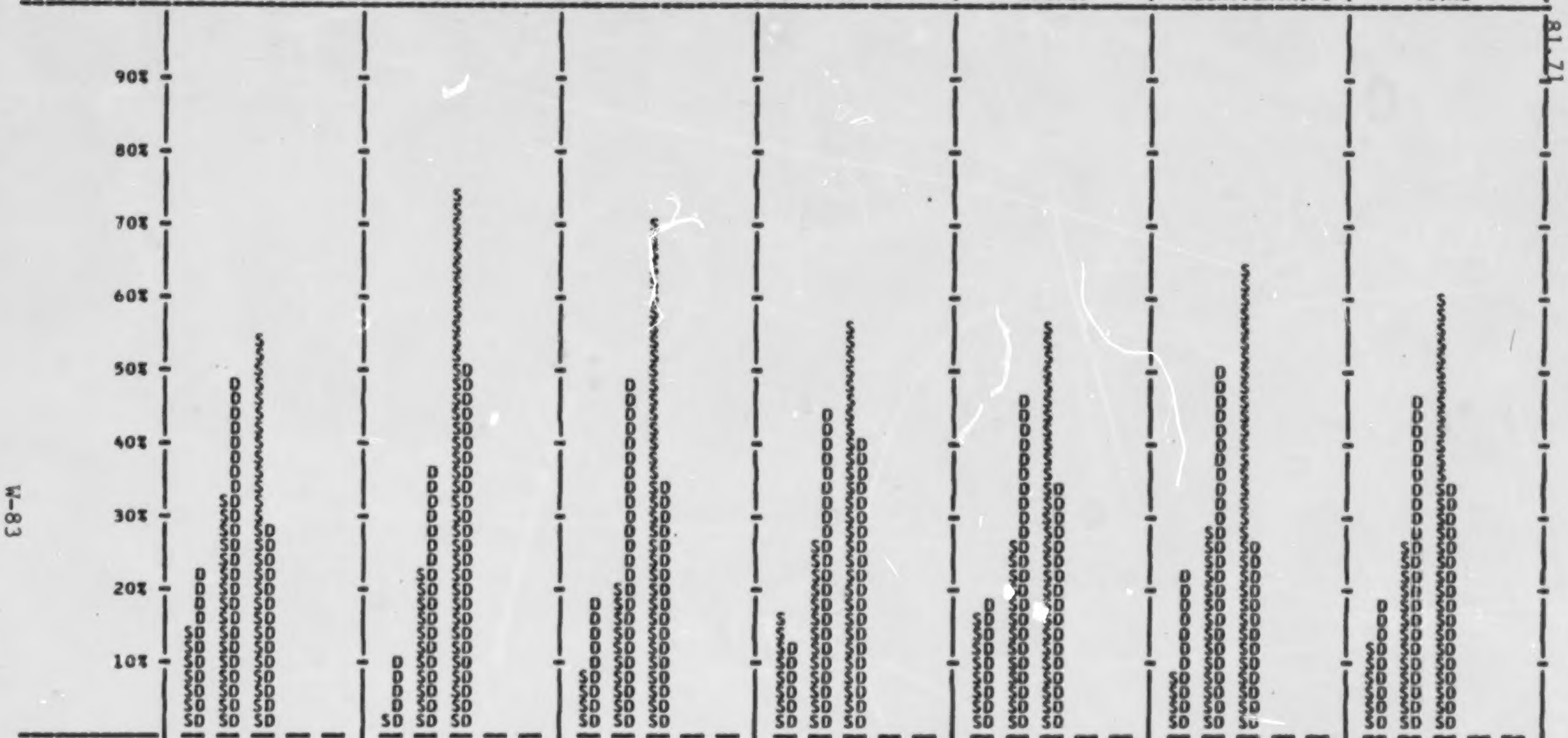
W-83



COMPETENCY CATEGORIES ———>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	23	49	28	0	0	11	37	51	1	0	18	48	34	0	0	13	45	41	1	0	18	47	34	1	0	22	50	26	1	0	18	47	34	1	0
SCHOOL:	14	32	54	0	0	3	23	74	0	0	8	21	71	0	0	16	27	56	0	0	17	26	56	1	0	8	28	64	0	0	13	27	60	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS: TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 011

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT BLANTON IN 1981-82
(NUMBER OF TEACHERS RATED = 011)

	MEAN	INSUFF INFO X	OUT- STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC- CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.6	6	13	30	50			
1. IS PUNCTUAL	3.5		1	4	6			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.2		1		10			
3. EXHIBITS POISE AND SELF-CONTROL	3.5			5	6			
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.8		2	5	4			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.5		1	4	6			
6. SHOWS ENTHUSIASM FOR WORK	3.9		4	2	5			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.6		1	5	5			
8. DEMONSTRATES PROFESSIONAL GROWTH	4.2	6	2	2	1			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.5		1	3	7			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.3	2	1	7	23			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.2			2	9			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.3	1		3	7			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.4	1	1	2	7			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.4	3	4	11	37			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.1			1	10			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.1	2		1	8			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.4	1	2		8			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.5		1	4	6			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.6		1	5	5			
IIB. INSTRUCTIONAL SKILLS	3.6	22	18	30	62			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.7	2	2	2	5			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.6	3	1	3	4			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.8		3	3	5			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.5		2	2	7			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.4		1	2	8			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.6		2	3	6			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.6		2	3	6			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.7		2	4	5			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.5		2	1	8			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.3	5		2	4			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.3	5		2	4			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	4.3	7	1	3				
IIC. CLASSROOM MANAGEMENT SKILLS	3.6	2	15	22	48	1		
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.8		2	6	2	1		
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.8		3	3	5			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.1		4	4	3			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.2	1	1		9			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.5		1	4	6			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.5		2	2	7			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.5		2	2	7			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.1	1		1	9			
III. STUDENT/TEACHER RELATIONSHIPS	3.4		8	28	63			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.3			3	8			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.3		1	1	9			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.5		1	3	7			
4. TREATS STUDENTS IMPARTIALLY	3.5		2	2	7			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.5		1	3	7			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.5			5	6			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.6		1	5	5			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.5		1	3	7			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.5		1	3	7			

COMPETENCIES BY RANK ORDER
FOR TEACHERS AT BLANTON IN 1981-82
(NUMBER OF TEACHERS RATED = 011)

		RATING
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	4.25
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	4.20
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.09
IA6.	SHOWS ENTHUSIASM FOR WORK	3.91
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.82
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.82
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.82
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	3.82
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.73
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.67
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.64
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.64
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.64
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.64
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.64
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.63
III4.	TREATS STUDENTS IMPARTIALLY	3.55
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.55
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.55
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.55
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.55
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.55
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	3.55
IA1.	IS PUNCTUAL	3.55
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.45
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	3.45
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.45
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.45
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.45
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.45
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	3.45
IA3.	EXHIBITS POISE AND SELF-CONTROL	3.45
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.40
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.40
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.36
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.33
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.33
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.30
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.27
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.27
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.20
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.18
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.18
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.11
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.10
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.09

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81.71

1981-82 SUMMARY OF TEACHER EVALUATIONS FOR BRENTWOOD (JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

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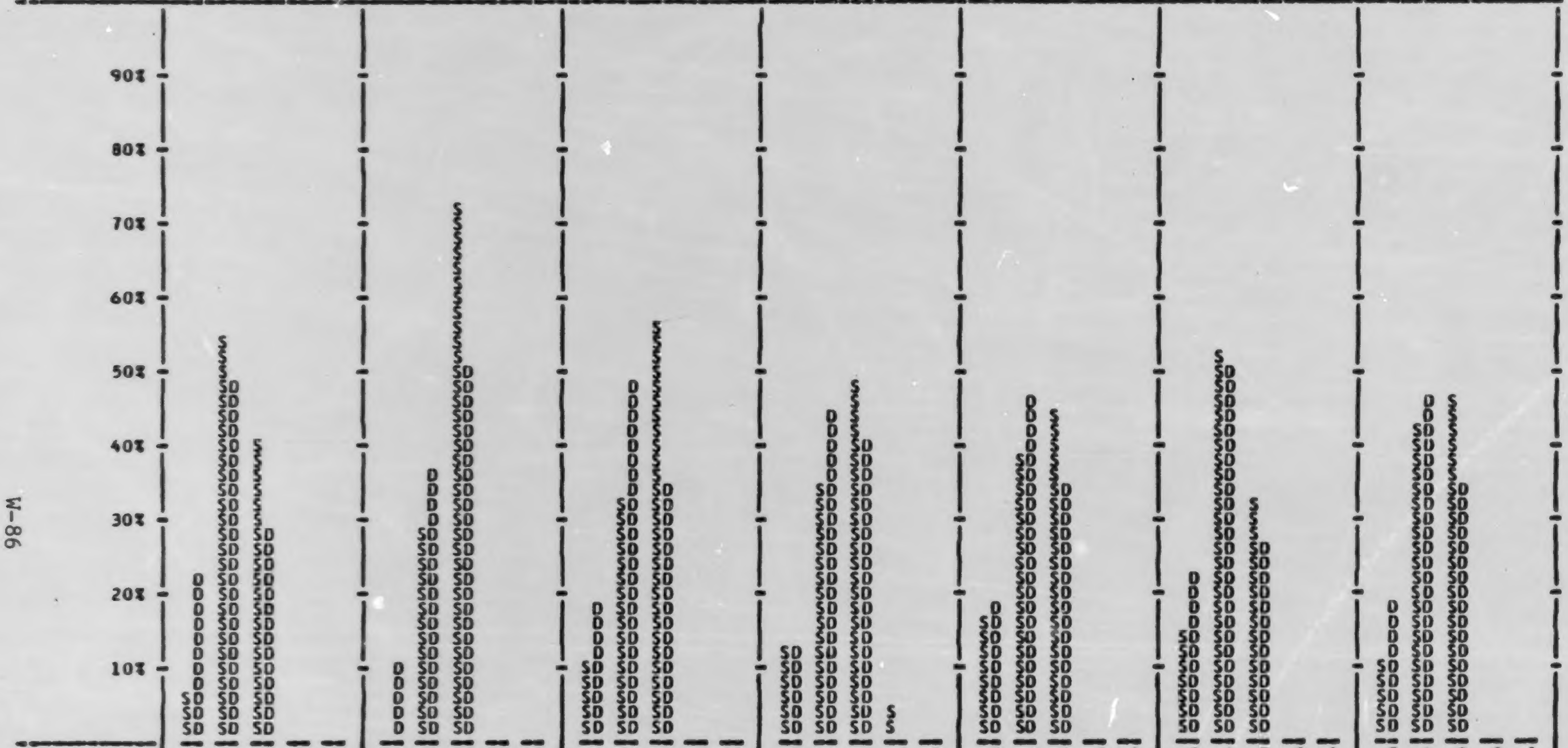

COMPETENCY CATEGORIES ———>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	23	49	28	0	0	11	37	51	1	0	18	48	34	0	0	13	45	41	1	0	18	47	34	1	0	22	50	26	1	0	18	47	34	1	0
SCHOOL:	6	54	41	0	0	0	28	72	0	0	10	33	57	0	0	13	34	49	4	0	17	38	45	0	0	15	53	32	0	0	11	42	46	1	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 006

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT BRENTWOOD IN 1981-82
(NUMBER OF TEACHERS RATED = 006)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.6		3	29	22			
1. IS PUNCTUAL	3.2			1	5			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.8			5	1			
3. EXHIBITS POISE AND SELF-CONTROL	3.7			4	2			
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.8		1	3	2			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.7			4	2			
6. SHOWS ENTHUSIASM FOR WORK	3.8		1	3	2			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.8		1	3	2			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.5			3	3			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.5			3	3			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.3			5	13			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.2			1	5			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.0				6			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.7			4	2			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.5		3	10	17			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.3			2	4			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.5			3	3			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.7		1	2	3			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.7		1	2	3			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.5		1	1	4			
IIB. INSTRUCTIONAL SKILLS	3.5		9	24	35	3		
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.7			4	2			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.5			3	3			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.7		2	1	2	1		
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.8		1	3	2			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.0		1		3	2		
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.5			3	3			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.2		2	3	1			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.0		2	2	2			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.2			1	4			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.2			1	5			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.3			2	4			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.5		1	1	4			
IIC. CLASSROOM MANAGEMENT SKILLS	3.7		8	18	21			1
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.0		2	2	2			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.8		1	3	2			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.5			3	3			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.7			4	2			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.7		1	2	3			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.7		2		4			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.8		1	3	2			
9. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.6		1	1	3			1
III. STUDENT/TEACHER RELATIONSHIPS	3.8		8	28	17			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.2		2	2	1			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.0		1	4	1			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.7			4	2			
4. TREATS STUDENTS IMPARTIALLY	3.8			5	1			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.7		1	2	3			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.2		2	3	1			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.8		1	3	2			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.8		1	3	2			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	[illegible]		[illegible]	[illegible]	[illegible]			

81.71

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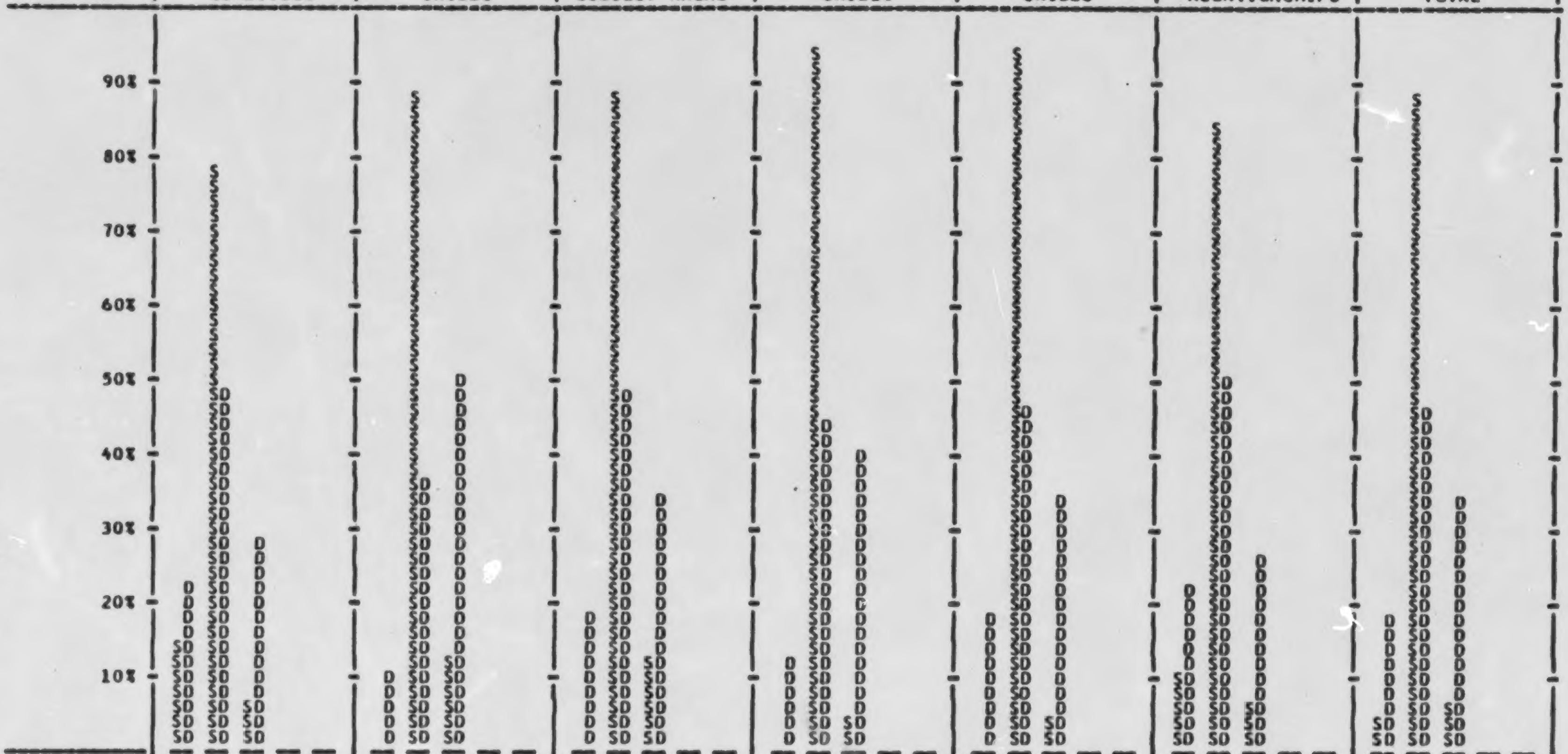
COMPETENCIES BY RANK ORDER
FOR TEACHERS AT BRENTWOOD IN 1981-82
(NUMBER OF TEACHERS RATED = 006)

		RATING
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.20
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.17
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.17
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.00
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.00
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.00
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	3.83
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.83
III4.	TREATS STUDENTS IMPARTIALLY	3.83
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.83
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.83
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.83
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.83
IA6.	SHOWS ENTHUSIASM FOR WORK	3.83
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	3.83
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.83
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.67
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.67
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.67
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.67
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.67
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.67
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.67
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.67
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.67
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.67
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	3.67
IA3.	EXHIBITS POISE AND SELF-CONTROL	3.67
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.60
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.50
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.50
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.50
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.50
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.50
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.50
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	3.50
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	3.50
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.33
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.33
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.33
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.20
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.17
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.17
IA1.	IS PUNCTUAL	3.17
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.00
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.00

1981-82 SUMMARY OF TEACHER EVALUATIONS FOR BROOKE (JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.



COMPETENCY CATEGORIES ——>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	23	49	28	0	0	11	37	51	1	0	18	48	34	0	0	13	45	41	1	0	18	47	34	1	0	22	50	26	1	0	18	47	34	1	0
SCHOOL:	15	79	6	0	0	0	88	13	0	0	0	88	13	0	0	1	94	5	0	0	0	95	5	0	0	10	85	6	0	0	5	88	7	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 008

81.71

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SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT BROOKE IN 1981-82
(NUMBER OF TEACHERS RATED = 008)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.1		11	57	4			
1. IS PUNCTUAL	4.1		1	7				
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.0		1	6	1			
3. EXHIBITS POISE AND SELF-CONTROL	4.3		2	6				
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.9			7	1			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.9			7	1			
6. SHOWS ENTHUSIASM FOR WORK	4.5		4	4				
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.4		3	5				
8. DEMONSTRATES PROFESSIONAL GROWTH	3.9			7	1			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.0			8				
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.9			21	3			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.9			7	1			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.9			7	1			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.9			7	1			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.9			35	5			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.9			7	1			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.9			7	1			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.9			7	1			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.9			7	1			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.9			7	1			
IIB. INSTRUCTIONAL SKILLS	4.0		1	90	5			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.0			8				
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.0			8				
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.1		1	7				
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.0			8				
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.9			7	1			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.9			7	1			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.0			8				
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.0			8				
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.9			7	1			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	4.0			8				
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.9			7	1			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.9			7	1			
IIC. CLASSROOM MANAGEMENT SKILLS	4.0			61	3			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.0			8				
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.0			8				
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.0			8				
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.0			8				
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.0			8				
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.9			7	1			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.9			7	1			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.9			7	1			
III. STUDENT/TEACHER RELATIONSHIPS	4.0		7	61	4			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.8		6	2				
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.0			8				
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.0			8				
4. TREATS STUDENTS IMPARTIALLY	4.0			8				
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.0			8				
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.0		1	6	1			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.9			7	1			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.9			7	1			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.9			7	1			

W-90

81.71

COMPETENCIES BY RANK ORDER
FOR TEACHERS AT BROOKE IN 1981-82
(NUMBER OF TEACHERS RATED = 008)

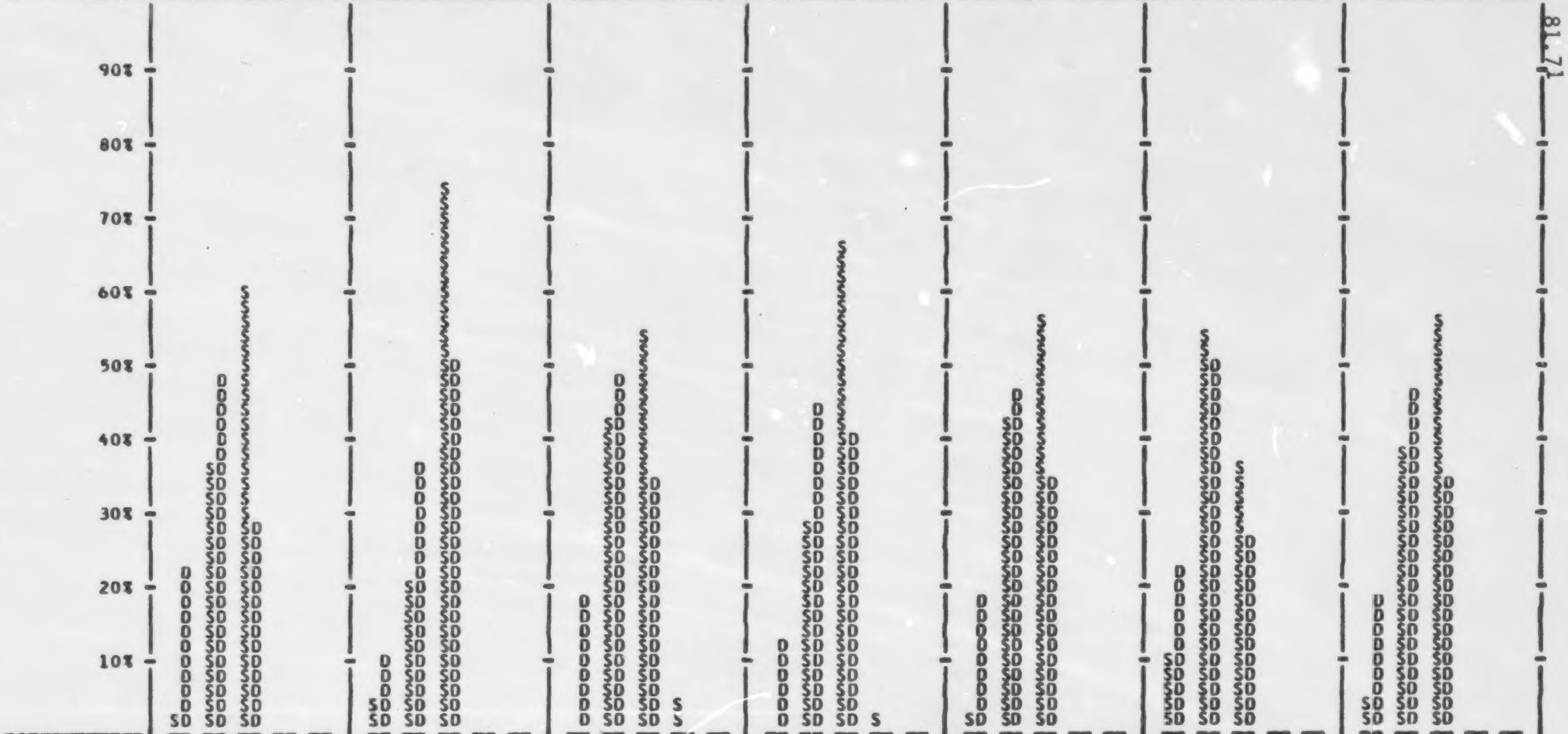
		RATING
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.75
IA6.	SHOWS ENTHUSIASM FOR WORK	4.50
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.38
IA3.	EXHIBITS POISE AND SELF-CONTROL	4.25
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	4.13
IA1.	IS PUNCTUAL	4.13
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.00
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.00
III4.	TREATS STUDENTS IMPARTIALLY	4.00
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.00
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.00
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.00
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.00
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.00
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.00
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.00
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	4.00
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.00
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.00
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.00
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.00
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.00
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	4.00
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.00
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.88
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	3.88
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.88
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.88
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.88
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.88
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.88
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.88
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.88
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.88
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.88
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.88
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.88
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.88
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.88
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.88
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.88
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.88
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.88
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	3.88
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	3.88
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	3.88

1981-82 SUMMARY OF TEACHER EVALUATIONS FOR BROWN (JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

81.71

W-92



COMPETENCY CATEGORIES ——>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	23	49	28	0	0	11	37	51	1	0	18	48	34	0	0	13	45	41	1	0	18	47	34	1	0	22	50	26	1	0	18	47	34	1	0
SCHOOL:	3	37	61	0	0	5	21	74	0	0	0	42	54	5	0	1	29	67	3	0	2	42	56	0	0	10	54	36	0	0	4	36	57	1	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY HAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 013

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT BROWN IN 1981-82
(NUMBER OF TEACHERS RATED = 013)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.4		3	43	71			
1. IS PUNCTUAL	3.5			6	7			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.7		1	7	5			
3. EXHIBITS POISE AND SELF-CONTROL	3.2			3	10			
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.4			5	8			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.1			1	12			
6. SHOWS ENTHUSIASM FOR WORK	3.5			6	7			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.5			7	6			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.4			5	8			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.5		2	3	8			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.3		2	8	29			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.0				13			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.3			4	9			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.6		2	4	7			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.4			27	35	3		
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.5			6	7			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.2			3	9	1		
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.5			7	5	1		
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.4			6	6	1		
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.4			5	8			
IIB. INSTRUCTIONAL SKILLS	3.3		2	45	105	4		
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.4		1	4	7	1		
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.5			7	5	1		
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.5			7	6			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.5			6	7			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.5			6	7			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.2			4	8	1		
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.4			6	6	1		
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.4			5	8			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.0				13			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.0				13			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.0				13			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.2		1		12			
IIC. CLASSROOM MANAGEMENT SKILLS	3.5		2	44	58			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.6		1	6	6			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.5			7	6			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.3			4	9			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.2			3	10			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.5			6	7			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.3			4	9			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.8			11	2			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.4		1	3	9			
III. STUDENT/TEACHER RELATIONSHIPS	3.7		12	63	42			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.8		1	8	4			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.8		1	8	4			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.9		1	10	2			
4. TREATS STUDENTS IMPARTIALLY	4.0		2	9	2			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.6			8	5			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.8		1	8	4			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.5		1	5	7			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.7		3	3	7			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.6		2	4	[illegible]			

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COMPETENCIES BY RANK ORDER
FOR TEACHERS AT BROWN IN 1981-82
(NUMBER OF TEACHERS RATED = 013)                                      RATING
                                                                      ------
III4. TREATS STUDENTS IMPARTIALLY                                      4.00
III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                     3.92
IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                     3.85
III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST          3.77
III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS              3.77
III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                         3.77
III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP          3.69
 IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS               3.69
III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING          3.62
III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS            3.62
IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG          3.62
 IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                           3.62
III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS             3.54
IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS            3.54
IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES            3.54
 IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS              3.54
 IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                            3.54
IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                      3.46
IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT                  3.46
IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT             3.46
IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES             3.46
IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT             3.46
IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                        3.46
 IA6. SHOWS ENTHUSIASM FOR WORK                                        3.46
 IA1. IS PUNCTUAL                                                      3.46
IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK          3.38
IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING          3.38
IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU           3.38
IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                      3.38
IIA5. TEACHES LESSONS AND UNITS THAT RETLECT AISD CURRICULUM           3.38
IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION           3.38
 IA8. DEMONSTRATES PROFESSIONAL GROWTH                                 3.38
 IA4. PRESENTS AN EFFECTIVE ROLE MODEL                                 3.38
IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                        3.31
IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST                  3.31
 IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE            3.31
IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT                 3.23
IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM           3.23
 IA3. EXHIBITS POISE AND SELF-CONTROL                                  3.23
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS         3.15
IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS                3.15
 IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                          3.08
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY                  3.00
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG          3.00
IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                     3.00
 IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                        3.00
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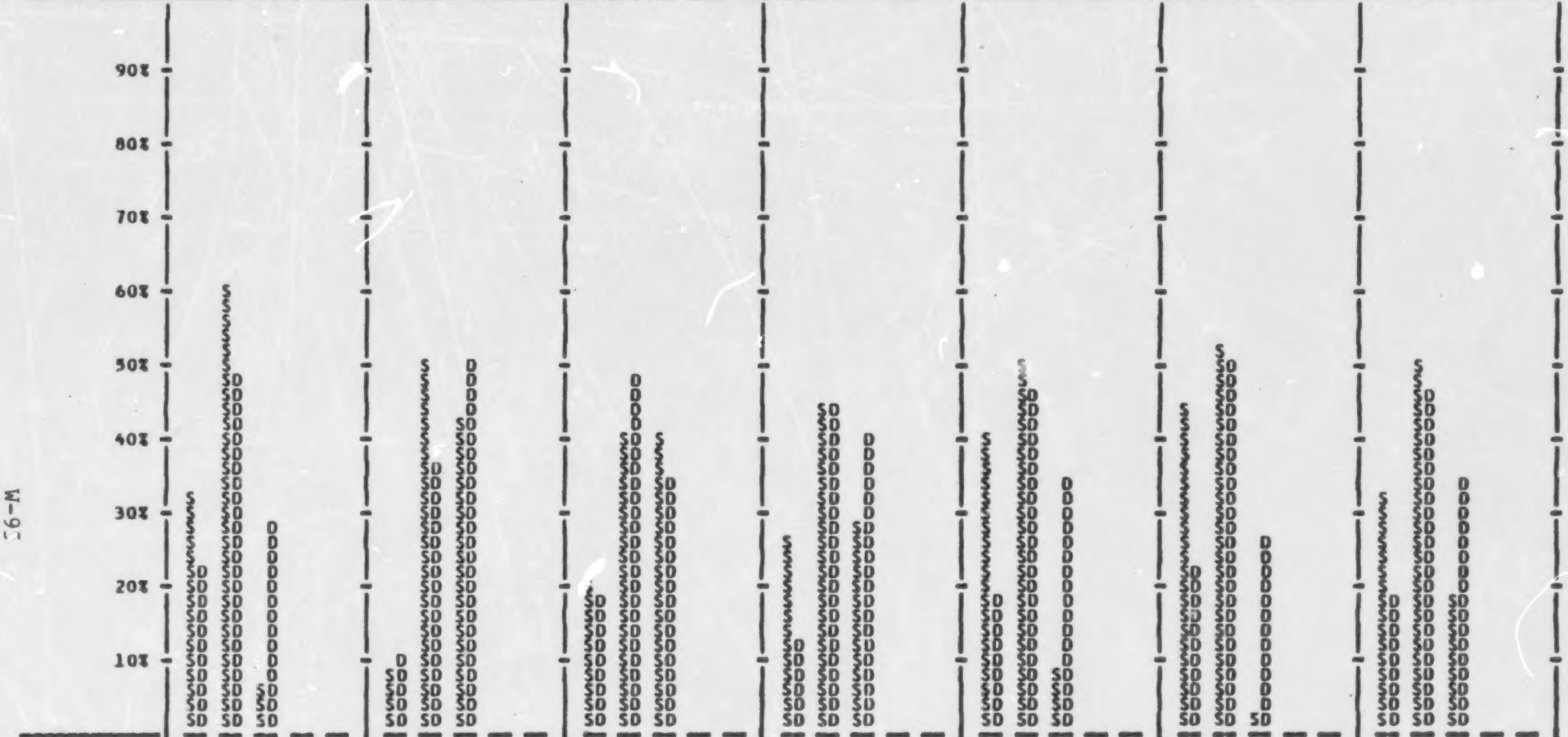
W-94

1981-82 SUMMARY OF TEACHER EVALUATIONS FOR BRYKER WOODS (JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

W-95

81.71



COMPETENCY CATEGORIES ———>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	23	49	28	0	0	11	37	51	1	0	18	48	34	0	0	13	45	41	1	0	18	47	34	1	0	22	50	26	1	0	18	47	34	1	0
SCHOOL:	33	61	6	0	0	8	50	42	0	0	20	40	40	0	0	27	44	29	0	0	41	50	9	0	0	44	53	3	0	0	32	50	18	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 004

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT BRYKER WOODS IN 1981-82
(NUMBER OF TEACHERS RATED = 004)

81.71

W-96

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA._PERSONAL_QUALITIES	4.3		12	22	2			
1. IS PUNCTUAL	4.3		1	3				
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.8			3	1			
3. EXHIBITS POISE AND SELF-CONTROL	4.8		3	1				
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.5		2	2				
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.8		3	1				
6. SHOWS ENTHUSIASM FOR WORK	4.0			4				
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.3		1	3				
8. DEMONSTRATES PROFESSIONAL GROWTH	3.8			3	1			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.5		2	2				
IB._PROCEDURAL_AND_RECORDKEEPING_SKILLS	3.7		1	6	5			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.8			3	1			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.5			2	2			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.8		1	1	2			
IIA._EXPERTISE_IN_BASIC_SKILLS_AND_SUBJECT_AREAS	3.8		4	8	8			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.0		1	2	1			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.5		1		3			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.0		1	2	1			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.3		1	3				
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.3			1	3			
IIB._INSTRUCTIONAL_SKILLS	4.0		13	21	14			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.5			2	2			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.5			2	2			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.5		3		1			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.0		1	2	1			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.8		1	1	2			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.5		2	2				
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.3		1	3				
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.3		2	1	1			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	4.3		1	3				
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.8		1	1	2			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.8		1	1	2			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.8			3	1			
IIC._CLASSROOM_MANAGEMENT_SKILLS	4.3		13	16	3			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.5		2	2				
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.0		1	2	1			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.0		1	2	1			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.8			3	1			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.8		3	1				
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.3		1	3				
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.8		3	1				
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	4.5		2	2				
III._STUDENT/TEACHER_RELATIONSHIPS	4.4		16	19	1			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.3		1	3				
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.3		1	3				
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.8		3	1				
4. TREATS STUDENTS IMPARTIALLY	4.8		3	1				
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.8		3	1				
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.3		1	3				
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.3		1	3				
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.0			4				
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.5		3		1			

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COMPETENCIES BY RANK ORDER
FOR TEACHERS AT BRYKER WOODS IN 1981-82
(NUMBER OF TEACHERS RATED = 004)                                      RATING
                                                                      ------
III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS            4.75
III4. TREATS STUDENTS IMPARTIALLY                                      4.75
III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                     4.75
IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                     4.75
IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                      4.75
 IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                          4.75
 IA3. EXHIBITS POISE AND SELF-CONTROL                                  4.75
III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING          4.50
IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK          4.50
IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG          4.50
IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM           4.50
IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES            4.50
 IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS              4.50
 IA4. PRESENTS AN EFFECTIVE ROLE MODEL                                 4.50
III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS             4.25
III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST          4.25
III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS              4.25
III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                         4.25
IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                        4.25
IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                     4.25
IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING          4.25
IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU           4.25
IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION           4.25
 IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                            4.25
 IA1. IS PUNCTUAL                                                      4.25
III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP          4.00
IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST                  4.00
IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS            4.00
IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT             4.00
IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT             4.00
IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                        4.00
 IA6. SHOWS ENTHUSIASM FOR WORK                                        4.00
IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT                 3.75
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS         3.75
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY                  3.75
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG          3.75
IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT                  3.75
 IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                           3.75
 IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                        3.75
 IA9. DEMONSTRATES PROFESSIONAL GROWTH                                 3.75
 IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS               3.75
IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES             3.50
IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                      3.50
IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS                3.50
 IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE            3.50
IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM           3.25
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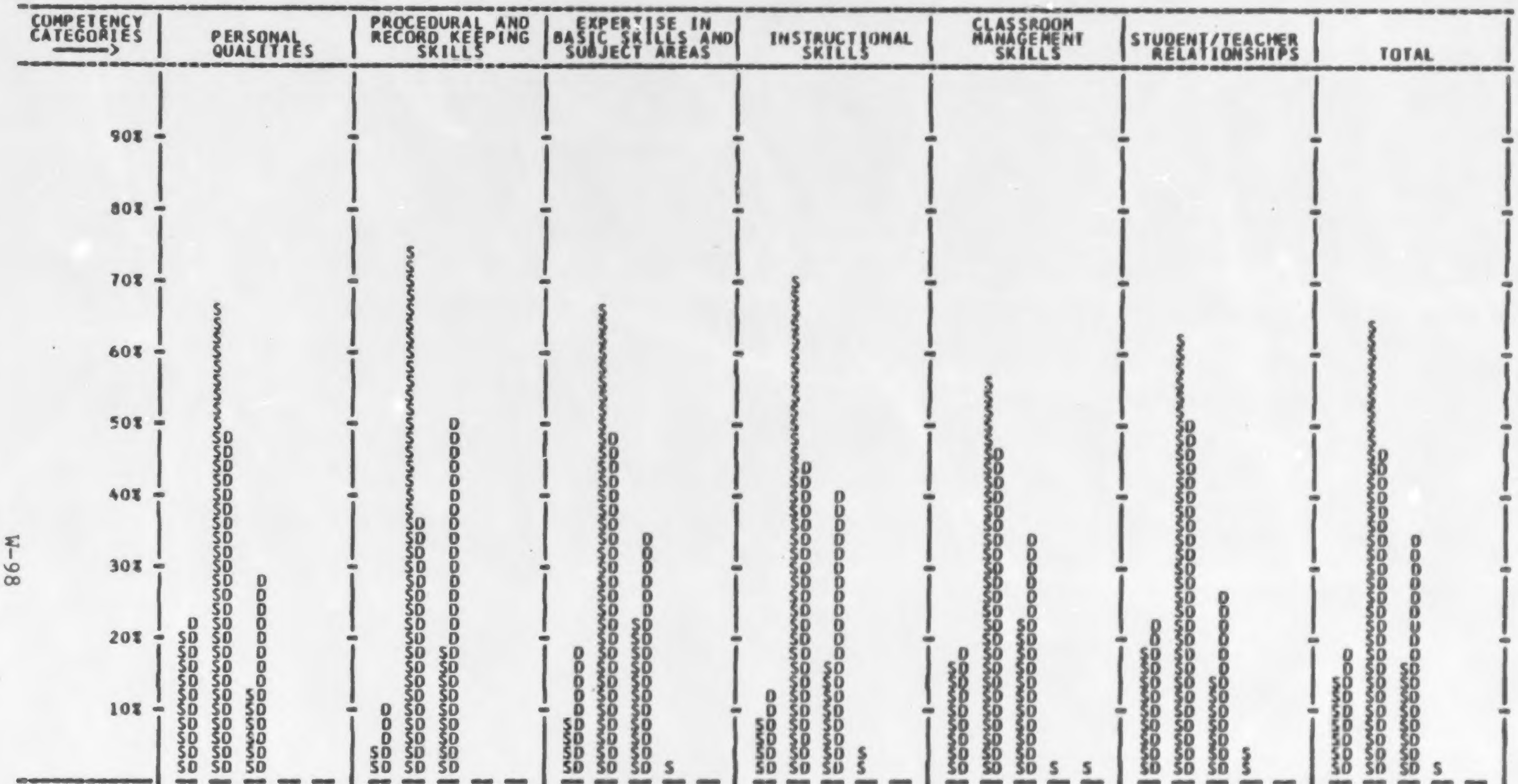
W-97

1981-82 SUMMARY OF TEACHER EVALUATIONS FOR CAMPBELL (JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

W-98

81.71



COMPETENCY CATEGORIES	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	23	49	28	0	0	11	37	51	1	0	18	48	34	0	0	13	45	41	1	0	18	47	34	1	0	22	50	26	1	0	18	47	34	1	0
SCHOOL:	21	67	12	0	0	5	75	19	0	0	9	67	22	2	0	8	71	17	4	0	17	56	22	2	3	19	62	14	5	0	14	65	17	3	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 019

81.71

W-99

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT CAMPBELL IN 1981-82
(NUMBER OF TEACHERS RATED = 019)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.1		36	114	21			
1. IS PUNCTUAL	4.0		5	9	5			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.9		1	16	2			
3. EXHIBITS POISE AND SELF-CONTROL	4.1		3	14	2			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.4		8	10	1			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.0		1	17	1			
6. SHOWS ENTHUSIASM FOR WORK	4.1		5	11	3			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.1		4	13	2			
8. DEMONSTRATES PROFESSIONAL GROWTH	4.1		5	10	4			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.2		4	14	1			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.9		3	43	11			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.6			12	7			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	4.0		2	15	2			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.9		1	16	2			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.8		8	63	21	2		1
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.9			17	2			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.5			9	9			1
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.8		4	7	8			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.0		2	16		1		
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.9		2	14	2	1		
IIB. INSTRUCTIONAL SKILLS	3.8		18	150	35	9		3
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.9		1	14	3			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.9		2	14	1	1		
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.9		5	8	4	1		
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.8		1	14	2	1		
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.6			11	6	1		
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.9		1	15	1	1		
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.9		2	13	2	1		
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.9		3	11	3	1		
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.8		1	11	3	1		1
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.7		1	12	4	1		
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.8			13	4			1
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.9		1	14	2			1
IIC. CLASSROOM MANAGEMENT SKILLS	3.8		25	80	32	3	4	
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.7		5	5	7		1	
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.8		5	5	8			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.6		2	9	6		1	
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.6		1	10	6	1		
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.0		3	13	1	1		
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.0		4	11	2	1		
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.0		3	14			1	
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.8		2	13	2		1	
III. STUDENT/TEACHER RELATIONSHIPS	3.9		32	105	24	9		1
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.1		6	9	3	1		
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.9		3	13	2	1		
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.8		3	11	4	1		
4. TREATS STUDENTS IMPARTIALLY	3.9		2	14	2	1		
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.9		4	11	3	1		
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.2		6	11	1	1		
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.9		3	13	2	1		
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.9		2	15	1	1		
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.7		[illegible]	[illegible]	[illegible]	1		1

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COMPETENCIES BY RANK ORDER
FOR TEACHERS AT CAMPBELL IN 1981-82
(NUMBER OF TEACHERS RATED = 019)                                        RATING
                                                                        ------
  IA4. PRESENTS AN EFFECTIVE ROLE MODEL                                  4.37
 III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST           4.16
  IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS               4.16
  IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                             4.11
  IA6. SHOWS ENTHUSIASM FOR WORK                                         4.11
 III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                          4.05
  IA8. DEMONSTRATES PROFESSIONAL GROWTH                                  4.05
  IA3. EXHIBITS POISE AND SELF-CONTROL                                   4.05
 IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                      4.00
 IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                         4.00
 IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                       4.00
 IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION            4.00
  IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE             4.00
  IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                           4.00
  IA1. IS PUNCTUAL                                                       4.00
 III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP           3.95
 III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS              3.95
 III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS             3.95
 III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS               3.95
  IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                            3.95
  IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS                3.95
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS           3.94
 IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES             3.94
 IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES              3.94
 III4. TREATS STUDENTS IMPARTIALLY                                       3.89
 IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING           3.89
 IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU            3.89
 IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM            3.89
 IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                       3.89
 IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM            3.89
 IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                         3.89
 III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                      3.84
 IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK           3.83
 IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS             3.83
 IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT              3.83
 IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT              3.79
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY                    3.76
 IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                      3.75
 III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING           3.72
 IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG           3.72
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG            3.72
  IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                         3.63
 IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT                  3.61
 IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST                   3.61
 IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT                   3.56
 IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS                 3.50
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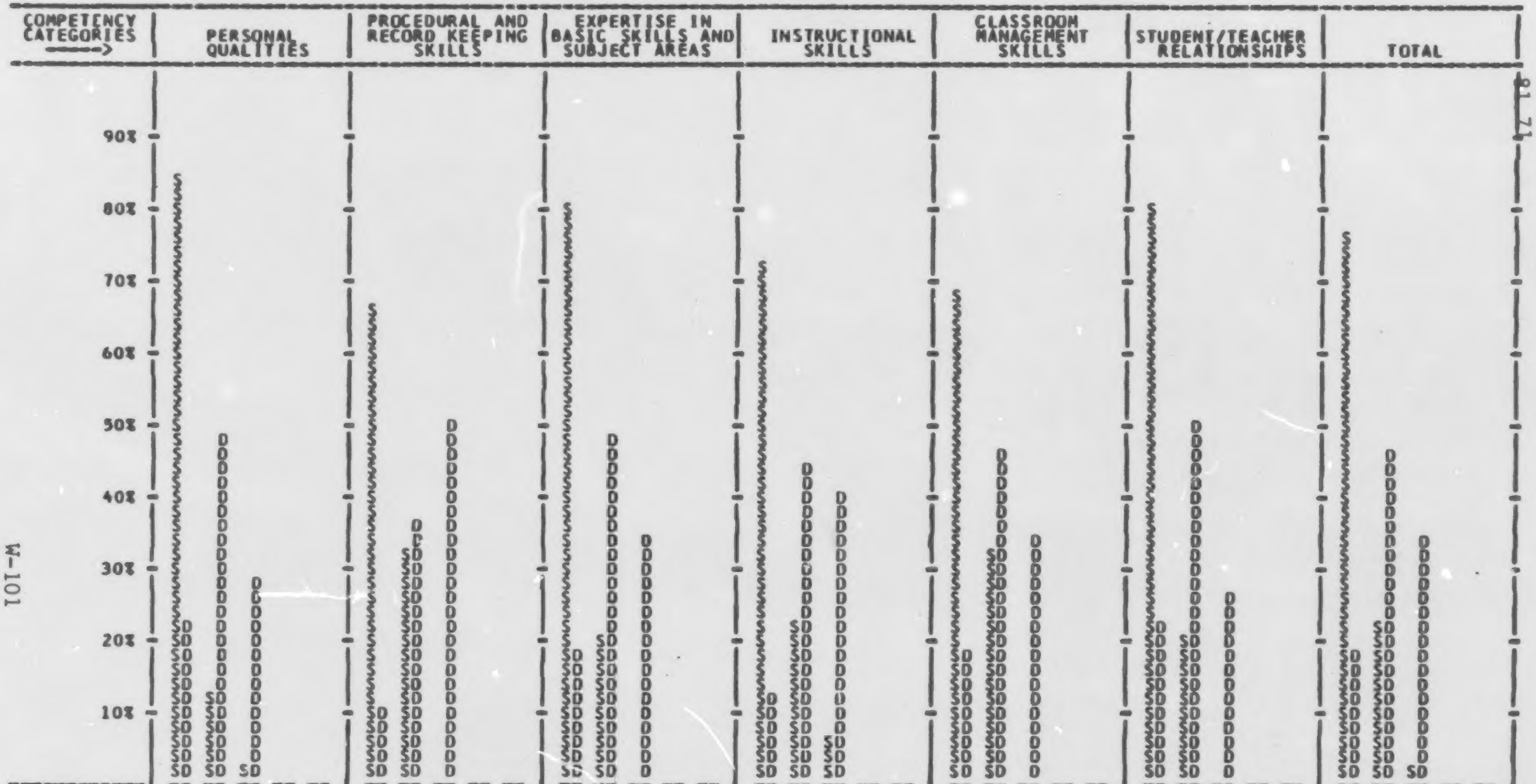
W-100

1981-82 SUMMARY OF TEACHER EVALUATIONS FOR CASIS (JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.



PERCENT OF RESPONSES:	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	23	49	28	0	0	11	37	51	1	0	18	48	34	0	0	13	45	41	1	0	18	47	34	1	0	22	50	26	1	0	18	47	34	1	0
SCHOOL:	84	13	2	0	0	67	33	0	0	0	80	20	0	0	0	72	22	7	0	0	68	33	0	0	0	80	20	0	0	0	76	22	2	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS: TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 005

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT CASIS IN 1981-82
(NUMBER OF TEACHERS RATED = 005)

81.71

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.8		38	6	1			
1. IS PUNCTUAL	4.4		3	1	1			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.6		3	2				
3. EXHIBITS POISE AND SELF-CONTROL	4.8		4	1				
4. PRESENTS AN EFFECTIVE ROLE MODEL	5.0		5					
5. USES COMMON SENSE/BEHAVES REALISTICALLY	5.0		5					
6. SHOWS ENTHUSIASM FOR WORK	5.0		5					
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	5.0		5					
8. DEMONSTRATES PROFESSIONAL GROWTH	4.8		4	1				
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.8		4	1				
IB. PROCEDURAL AND RECORDKEEPING SKILLS	4.7		10	5				
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	4.8		4	1				
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	4.6		3	2				
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	4.6		3	2				
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.8		20	5				
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.8		4	1				
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.6		3	2				
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.8		4	1				
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.8		4	1				
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	5.0		5					
IIB. INSTRUCTIONAL SKILLS	4.7		43	13	4			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.8		4	1				
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.6		4		1			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.6		3	2				
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.8		4	1				
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	4.6		3	2				
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.8		4	1				
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.8		4	1				
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.8		4	1				
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	4.6		3	2				
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	4.6		4		1			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	4.6		4		1			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	4.2		2	2	1			
IIC. CLASSROOM MANAGEMENT SKILLS	4.7		27	13				
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.6		3	2				
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.8		4	1				
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.6		3	2				
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.8		4	1				
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.6		3	2				
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.8		4	1				
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.6		3	2				
9. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	4.6		3	2				
III. STUDENT/TEACHER RELATIONSHIPS	4.8		36	9				
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.6		3	2				
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.8		4	1				
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.8		4	1				
4. TREATS STUDENTS IMPARTIALLY	4.8		4	1				
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.8		4	1				
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.8		4	1				
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.8		4	1				
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	5.0		5					
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.8		4	1				

W-102

COMPETENCIES BY RANK ORDER
FOR TEACHERS AT CASIS IN 1981-82
(NUMBER OF TEACHERS RATED = 005)

		RATING
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	5.00
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	5.00
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	5.00
IA6.	SHOWS ENTHUSIASM FOR WORK	5.00
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	5.00
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	5.00
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.80
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.80
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.80
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.80
III4.	TREATS STUDENTS IMPARTIALLY	4.80
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.80
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.80
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.80
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.80
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.80
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.80
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.80
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.80
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.80
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.80
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.80
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.80
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.80
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	4.80
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	4.80
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	4.80
IA3.	EXHIBITS POISE AND SELF-CONTROL	4.80
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.60
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	4.60
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.60
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.60
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.60
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.60
IID11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	4.60
IID10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	4.60
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	4.60
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	4.60
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	4.60
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.60
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.60
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	4.60
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	4.60
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.60
IA1.	IS PUNCTUAL	4.40
IID12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	4.20

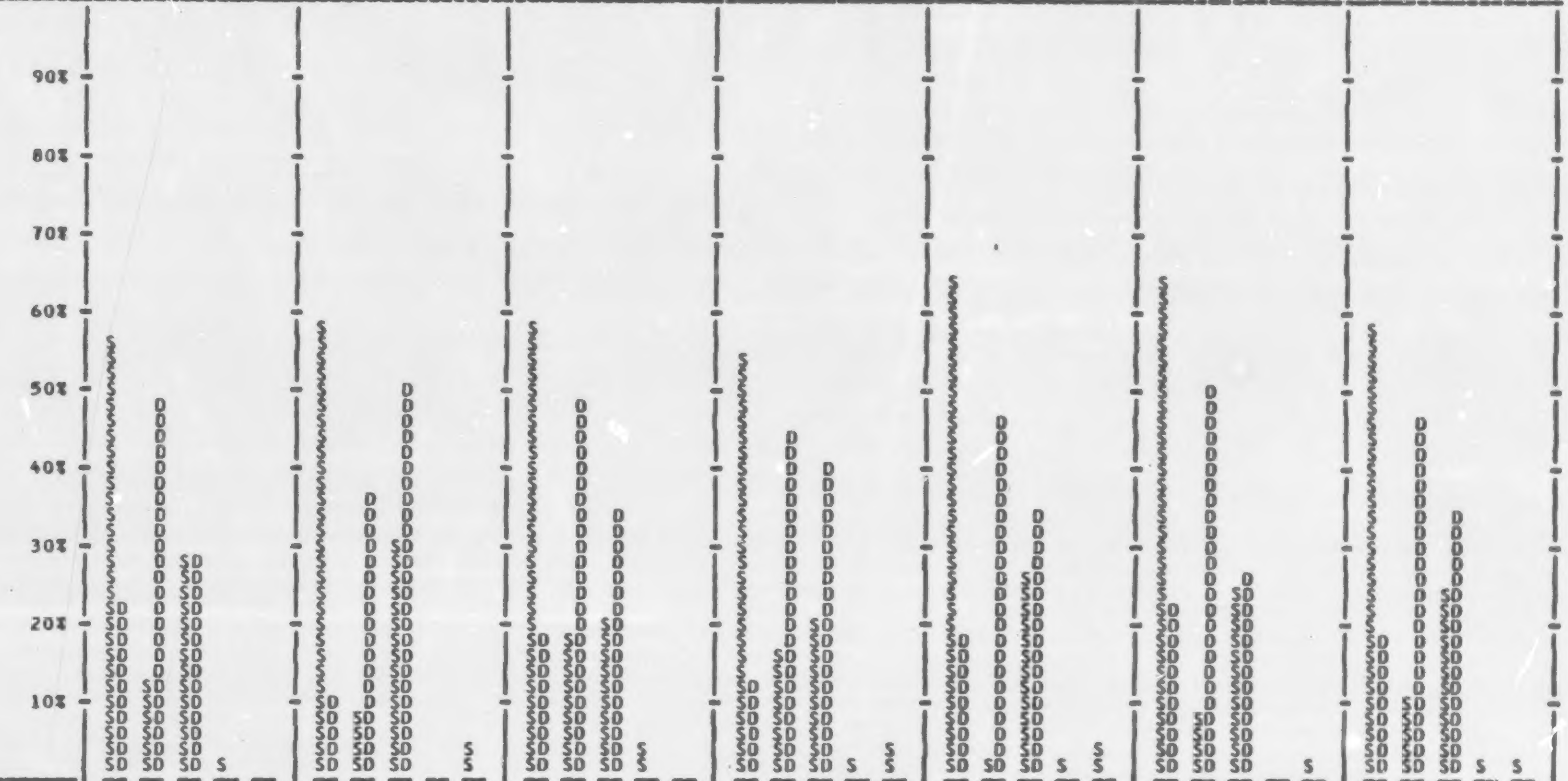
1981-82 SUMMARY OF TEACHER EVALUATIONS FOR COOK

(JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

81.71

W-104



COMPETENCY CATEGORIES ——>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	23	49	28	0	0	11	37	51	1	0	18	48	34	0	0	13	45	41	1	0	18	47	34	1	0	22	50	26	1	0	18	47	34	1	0
SCHOOL:	56	13	28	3	0	58	8	31	0	4	58	18	21	4	0	55	16	21	3	4	64	3	26	3	4	64	8	24	1	3	59	11	25	2	3

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 018

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT COOK IN 1981-82
(NUMBER OF TEACHERS RATED = 018)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.2		91	21	45	5		
1. IS PUNCTUAL	4.1		8	5	4	1		
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.3		10	4	4			
3. EXHIBITS POISE AND SELF-CONTROL	4.2		10	2	6			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.3		11	2	5			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.2		10	2	6			
6. SHOWS ENTHUSIASM FOR WORK	4.3		11	2	5			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.3		11	2	5			
8. DEMONSTRATES PROFESSIONAL GROWTH	4.2		11	1	5	1		
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.9		9	1	5	3		
IB. PROCEDURAL AND RECORDKEEPING SKILLS	4.2	2	30	4	16		2	
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	4.3		10	3	5			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	4.1	1	10	1	5		1	
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	4.1	1	10		6		1	
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.3	5	49	15	18	3		
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.2		10	4	2	2		
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.3	3	8	3	4			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.3	1	10	2	5			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.3		11	3	3	1		
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.4	1	10	3	4			
IIB. INSTRUCTIONAL SKILLS	4.1	55	89	26	34	5	7	
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.2		11	2	3	2		
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.2		11	2	3	1	1	
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.2		11	2	4		1	
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.2		11	2	4		1	
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.8	1	5	6	4	2		
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.3		12	2	3		1	
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.3		11	3	3		1	
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.9	1	8	2	6		1	
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	4.0	1	7	5	4		1	
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	5.0	17	1					
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	5.0	17	1					
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS		18						
IIC. CLASSROOM MANAGEMENT SKILLS	4.2	1	91	4	37	4	6	
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.4		13	1	3		1	
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.3		12	1	4		1	
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.2		12		4	1	1	
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.4		12	1	5			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.1		11		5	1	1	
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.1		11		5	1	1	
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.3		12		5	1		
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.9	1	8	1	6		1	
III. STUDENT/TEACHER RELATIONSHIPS	4.3		104	13	39	1	5	
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.2		12		5		1	
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.2		12		5		1	
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.2		12		5		1	
4. TREATS STUDENTS IMPARTIALLY	4.2		12		5		1	
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.3		11	2	5			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.2		11	2	4		1	
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.3		11	3	3	1		
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.4		12	2	4			
9. MO[illegible] AROU[illegible]HE [illegible] TO [illegible]LITA[illegible]NDIV[illegible]L L[illegible]NG	[illegible]		[illegible]					

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COMPETENCIES BY RANK ORDER
FOR TEACHERS AT COOK IN 1981-82
(NUMBER OF TEACHERS RATED = 018)

		RATING
IID11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	5.00
IID10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	5.00
IIE9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.44
IIE8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	4.44
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.39
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.39
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.35
IIE7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.33
IIE5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.33
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.33
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.33
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.33
IA6.	SHOWS ENTHUSIASM FOR WORK	4.33
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	4.33
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.33
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.29
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.28
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.28
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.28
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	4.28
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.27
IIE6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.22
IIE4.	TREATS STUDENTS IMPARTIALLY	4.22
IIE3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.22
IIE2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.22
IIE1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.22
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.22
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	4.22
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.22
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.22
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	4.22
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	4.22
IA3.	EXHIBITS POISE AND SELF-CONTROL	4.22
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.17
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.17
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	4.12
IA1.	IS PUNCTUAL	4.11
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.06
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.06
IB2.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	4.06
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	4.00
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.94
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.94
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	3.89
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.82
IID12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.71

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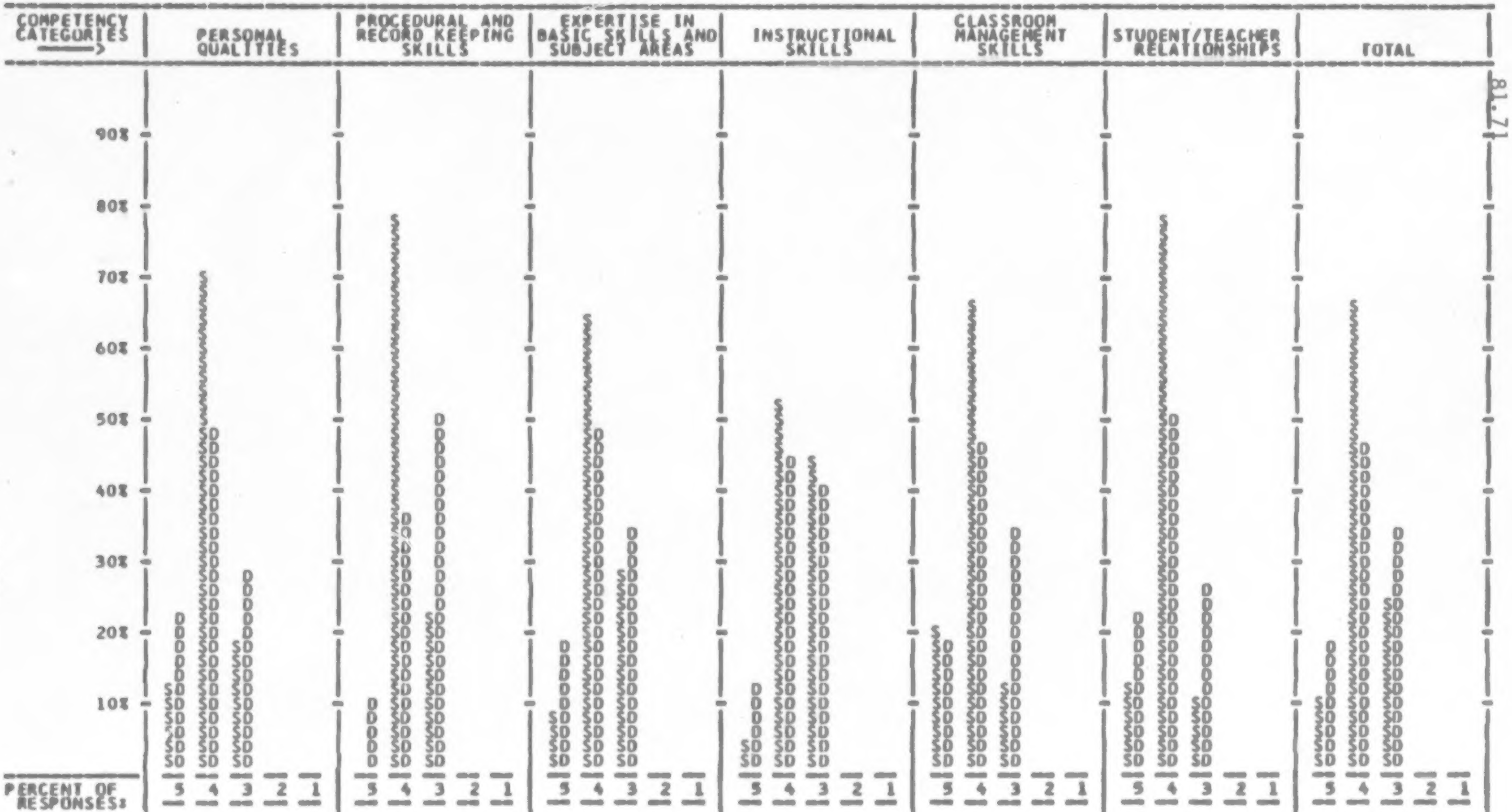
1981-82 SUMMARY OF TEACHER EVALUATIONS FOR CUNNINGHAM (JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.



COMPETENCY CATEGORIES	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	23	49	28	0	0	11	37	51	1	0	18	48	34	0	0	13	45	41	1	0	18	47	34	1	0	22	50	26	1	0	18	47	34	1	0
SCHOOL:	12	70	19	0	0	0	78	22	0	0	8	64	28	0	0	4	52	44	0	0	20	67	13	0	0	13	78	10	0	0	10	66	24	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 015

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT CUNNINGHAM IN 1981-82
(NUMBER OF TEACHERS RATED = 015)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.9		16	94	25			
1. IS PUNCTUAL	4.2		5	8	2			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.0		1	13	1			
3. EXHIBITS POISE AND SELF-CONTROL	3.7		1	9	5			
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.9		2	10	3			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.8		1	10	4			
6. SHOWS ENTHUSIASM FOR WORK	3.9		[illegible]	12	2			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.1		[illegible]	11	1			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.7			10	5			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.0		2	11	2			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.8			35	10			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.8			12	3			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.8			12	3			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.7			11	4			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.8		6	48	21			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.7			11	4			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.7			10	5			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.8		2	8	5			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.7		1	9	5			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.1		3	10	2			
IIB. INSTRUCTIONAL SKILLS	3.6		7	93	79			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.5			7	8			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.4			6	9			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.7		1	9	5			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.4			6	8			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.5			8	7			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.8		2	8	5			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.7			11	4			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.9		3	8	4			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.7		1	9	5			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.4			6	9			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.4			6	9			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.6			9	6			
IIC. CLASSROOM MANAGEMENT SKILLS	4.1		24	80	16			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.9		4	5	6			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.3		6	8	1			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.9		2	10	3			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.9		1	11	3			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.2		3	12				
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.2		4	10	1			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.1		2	12	1			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	4.1		2	12	1			
III. STUDENT/TEACHER RELATIONSHIPS	4.0		17	104	13			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.9		1	12	2			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.9		1	11	2			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.2		3	12				
4. TREATS STUDENTS IMPARTIALLY	4.2		3	12				
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.9		1	11	3			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.8			12	3			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.8			12	3			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.3		4	11				
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.3		4	11				

81.71

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COMPETENCIES BY RANK ORDER
FOR TEACHERS AT CUNNINGHAM IN 1981-82
(NUMBER OF TEACHERS RATED = 015)                                 RATING
                                                                 ------
IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS       4.33
III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING     4.27
III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP     4.27
III4. TREATS STUDENTS IMPARTIALLY                                 4.20
III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                4.20
IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                   4.20
IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                 4.20
 IA1. IS PUNCTUAL                                                 4.20
 IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                       4.13
IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK     4.07
IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                4.07
IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM      4.07
 IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS         4.00
 IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS          4.00
III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS         3.93
III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                    3.93
IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST             3.93
IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING     3.93
 IA6. SHOWS ENTHUSIASM FOR WORK                                   3.93
 IA4. PRESENTS AN EFFECTIVE ROLE MODEL                            3.93
III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS       3.87
IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT            3.87
IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG     3.87
III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS        3.80
III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST     3.80
IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM      3.80
IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT        3.80
 IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE       3.80
 IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                   3.80
 IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                     3.80
IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                3.73
IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU      3.73
IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES       3.73
IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION      3.73
IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                   3.73
 IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                      3.73
 IA3. EXHIBITS POISE AND SELF-CONTROL                             3.73
IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS           3.67
 IA8. DEMONSTRATES PROFESSIONAL GROWTH                            3.67
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS    3.60
IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT             3.53
IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                 3.47
IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT        3.43
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY             3.40
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG     3.40
IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES        3.40
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1981-82 SUMMARY OF TEACHER EVALUATIONS FOR DAWSON (JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

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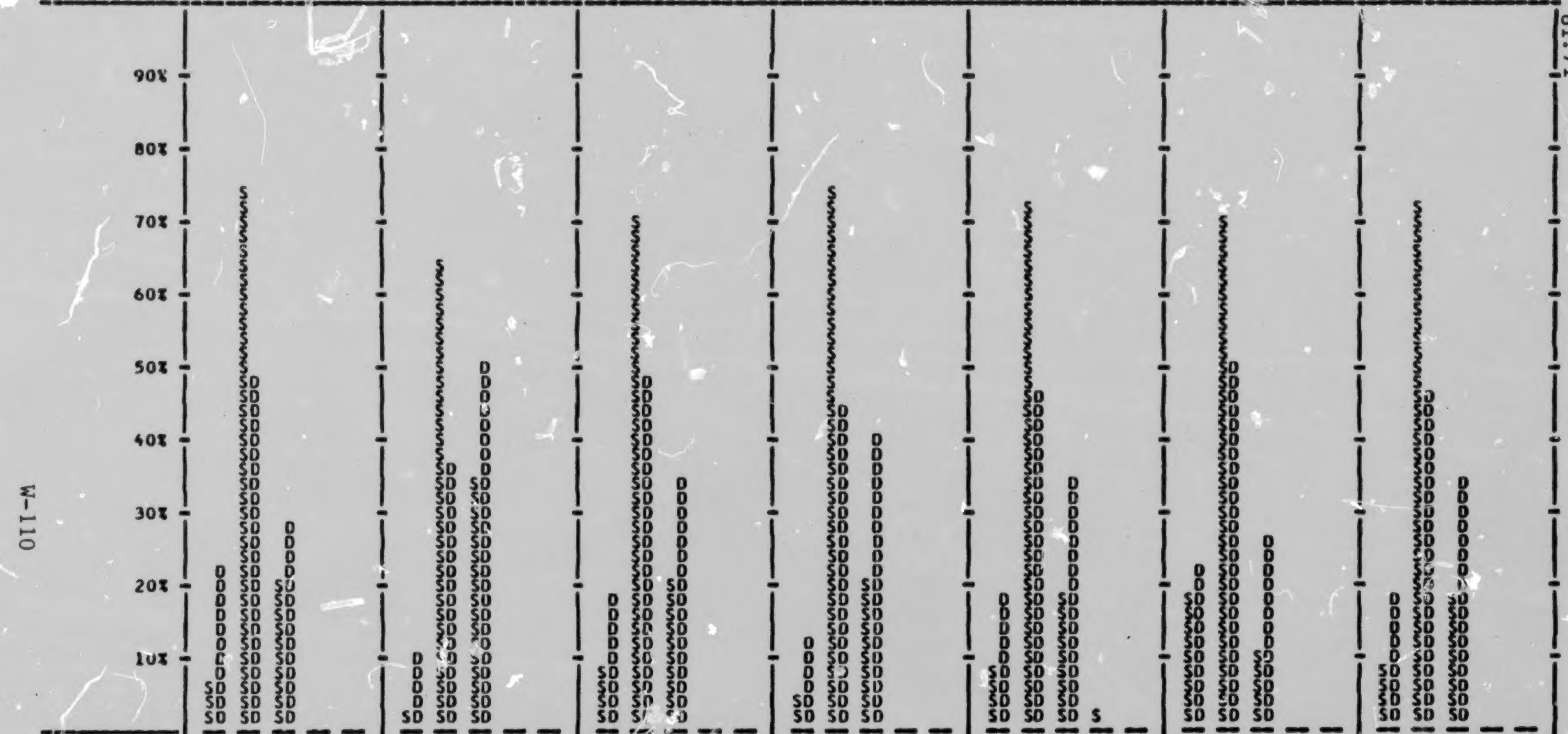
81.71



COMPETENCY CATEGORIES ——>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	23	49	28	0	0	11	37	51	1	0	18	48	34	0	0	13	45	41	1	0	18	47	34	1	0	22	50	26	1	0	18	47	34	1	0
SCHOOL:	6	74	20	0	0	2	64	34	0	0	9	71	20	0	0	5	75	20	0	0	8	73	18	2	0	19	70	10	1	0	9	72	19	1	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 017

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT DAWSON IN 1981-82
(NUMBER OF TEACHERS RATED = 017)

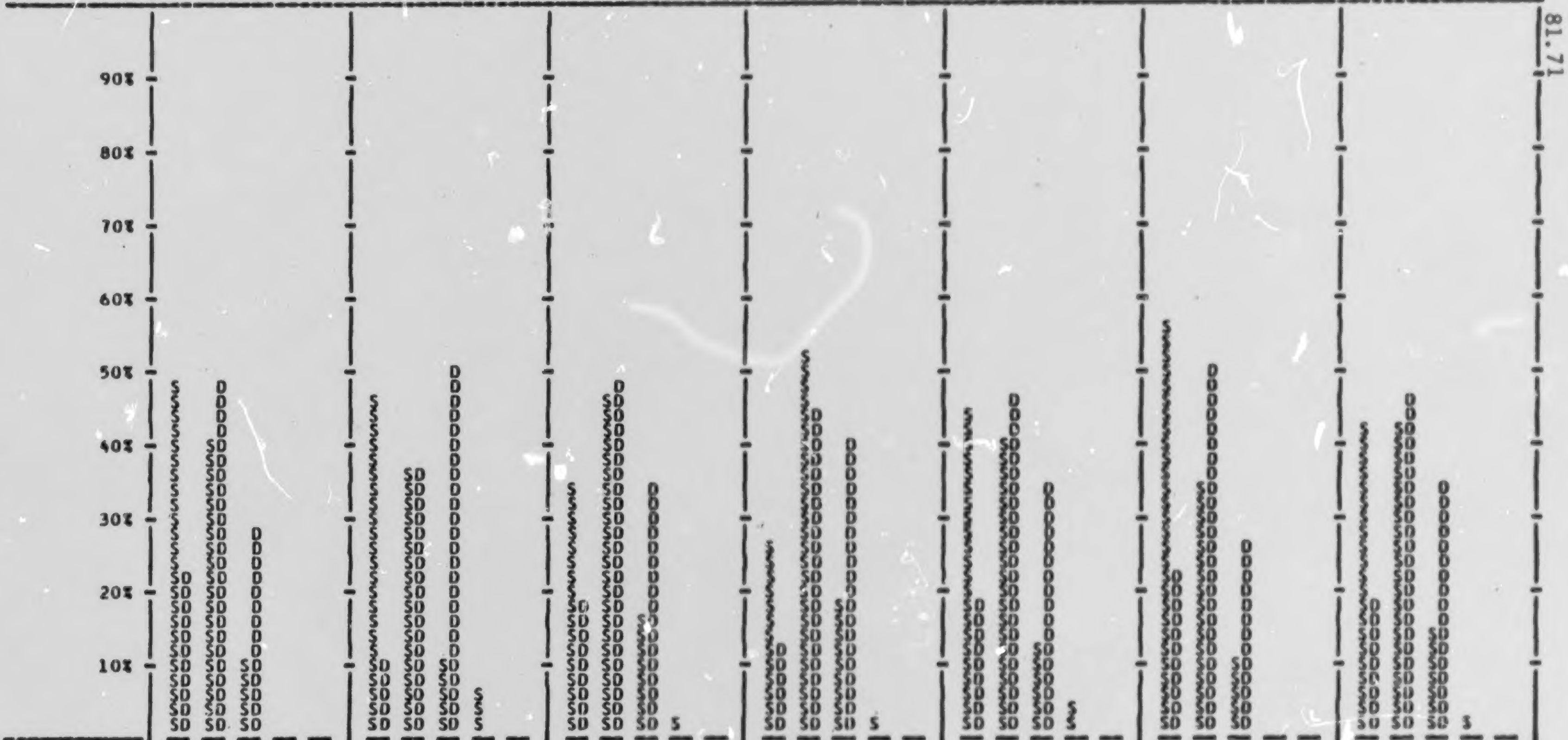
	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.9		9	113	31			
1. IS PUNCTUAL	3.2			3	14			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.6			11	6			
3. EXHIBITS POISE AND SELF-CONTROL	4.0		2	13	2			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.0		1	15	1			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.0		1	15	1			
6. SHOWS ENTHUSIASM FOR WORK	4.1		3	13	1			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.0		1	15	1			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.9		1	13	3			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.9			15	2			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.7		1	32	17			1
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.6			11	6			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.4			7	9			1
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.9		1	14	2			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.9		8	60	17			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.0		1	15	1			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.4			7	10			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.1		2	14	1			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.2		5	11	1			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.8			13	4			
IIB. INSTRUCTIONAL SKILLS	3.9	1	11	151	40			1
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.9		1	13	3			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.9			16	1			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.8		1	11	5			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.9		1	14	2			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.9			16	1			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.9		2	12	3			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.0		1	15	1			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.8		2	9	6			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.6			10	7			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.6			10	7			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.9			15	2			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	4.1	1	3	10	2			1
IIC. CLASSROOM MANAGEMENT SKILLS	3.9		10	97	24	2		3
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.9		2	13	1	1		
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.5			9	8			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.9			15	2			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.8			13	4			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.3		7	9		1		
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.9		1	14	2			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.0			17				
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.5			7	7			3
III. STUDENT/TEACHER RELATIONSHIPS	4.1		29	107	15	2		
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.2		6	10		1		
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.0		3	12	1	1		
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.2		6	9	2			
4. TREATS STUDENTS IMPARTIALLY	4.1		4	11	2			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.0		1	15	1			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.2		5	11	1			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.1		3	13	1			
9. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.9			16	1			
8. [illegible] AROUND THE [illegible] TO FACILITATE INDIVIDUAL LEARNING	3.7		1	10	6			

COMPETENCIES BY RANK ORDER
FOR TEACHERS AT DAWSON IN 1981-82
(NUMBER OF TEACHERS RATED = 017)

		RATING
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.29
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.24
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.24
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.24
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.24
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.12
III4.	TREATS STUDENTS IMPARTIALLY	4.12
IA6.	SHOWS ENTHUSIASM FOR WORK	4.12
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	4.07
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.06
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.00
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.00
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.00
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.00
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.00
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.00
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	4.00
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	4.00
IA3.	EXHIBITS POISE AND SELF-CONTROL	4.00
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	3.94
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.94
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.94
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.94
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.94
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.94
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.94
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.94
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.88
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.88
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.88
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	3.88
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	3.88
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.76
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.76
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.76
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.76
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.71
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.65
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.65
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.59
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.59
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.53
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.50
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.44
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.41
IA1.	IS PUNCTUAL	3.18

1981-82 SUMMARY OF TEACHER EVALUATIONS FOR DOSS (JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.



COMPETENCY CATEGORIES ———>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	23	49	28	0	0	11	37	51	1	0	18	48	34	0	0	13	45	41	1	0	18	47	34	1	0	22	50	26	1	0	18	47	34	1	0
SCHOOL:	49	41	10	0	0	47	37	10	7	0	35	47	16	2	0	27	52	19	3	0	44	40	13	4	0	56	34	10	0	0	42	43	14	2	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 010

W-113

81.71

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT DUSS IN 1981-82
(NUMBER OF TEACHERS RATED = 010)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.4		44	37	9			
1. IS PUNCTUAL	4.2		3	6	1			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.3		4	5	1			
3. EXHIBITS POISE AND SELF-CONTROL	4.3		3	7				
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.5		6	3	1			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.3		4	5	1			
6. SHOWS ENTHUSIASM FOR WORK	4.6		7	2	1			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.7		8	1	1			
8. DEMONSTRATES PROFESSIONAL GROWTH	4.1		3	5	2			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.5		6	3	1			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	4.2		14	11	3	2		
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	4.6		7	2	1			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	4.2		4	5		1		
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.9		3	4	2	1		
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.1		17	23	8	1		1
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.1		4	3	3			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.1		2	6	1			1
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.0		3	5	1	1		
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.1		3	5	2			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.4		5	4	1			
IIB. INSTRUCTIONAL SKILLS	4.0		32	62	23	3		
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.0		2	6	2			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.8		1	7	1	1		
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.0		2	6	2			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.3		4	5	1			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	4.3		4	5	1			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.8		2	4	4			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.1		2	7	1			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.2		3	6	1			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	4.1		3	5	2			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.9		3	3	4			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	4.0		4	3	2	1		
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.8		2	5	2	1		
IIC. CLASSROOM MANAGEMENT SKILLS	4.2		35	32	10	3		
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.5		6	3	1			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.4		6	2	2			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.3		5	3	2			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.5		6	3	1			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.2		3	6	1			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.1		3	6		1		
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.1		3	6		1		
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.8		3	3	3	1		
III. STUDENT/TEACHER RELATIONSHIPS	4.5		50	31	9			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.4		5	4	1			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.4		5	4	1			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.6		7	2	1			
4. TREATS STUDENTS IMPARTIALLY	4.6		7	2	1			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.5		6	3	1			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.2		3	6	1			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.3		4	5	1			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.4		5	4	1			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.7		8	1	1			

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COMPETENCIES BY RANK ORDER
FOR TEACHERS AT DOSS IN 1981-82
(NUMBER OF TEACHERS RATED = 010)                                      RATING
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 III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING        4.70
  IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                          4.70
 III4. TREATS STUDENTS IMPARTIALLY                                    4.60
 III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                   4.60
  IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                      4.60
  IA6. SHOWS ENTHUSIASM FOR WORK                                      4.60
 III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS          4.50
 IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT               4.50
 IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG        4.50
  IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS            4.50
  IA4. PRESENTS AN EFFECTIVE ROLE MODEL                               4.50
 III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP        4.40
 III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS            4.40
 III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                       4.40
 IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS          4.40
 IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM         4.40
 III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS           4.30
 IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST                4.30
 IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT                4.30
 IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT           4.30
  IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                        4.30
  IA3. EXHIBITS POISE AND SELF-CONTROL                                4.30
  IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS             4.30
 III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST        4.20
 IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                    4.20
 IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING        4.20
  IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE          4.20
  IA1. IS PUNCTUAL                                                    4.20
 IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS              4.11
 IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                   4.10
 IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                      4.10
 IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                   4.10
 IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU         4.10
 IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION         4.10
 IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                      4.10
  IA8. DEMONSTRATES PROFESSIONAL GROWTH                               4.10
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY                 4.00
 IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES          4.00
 IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                    4.00
 IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT           4.00
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG         3.90
  IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                         3.90
 IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK        3.80
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS        3.80
 IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM         3.80
 IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES           3.80
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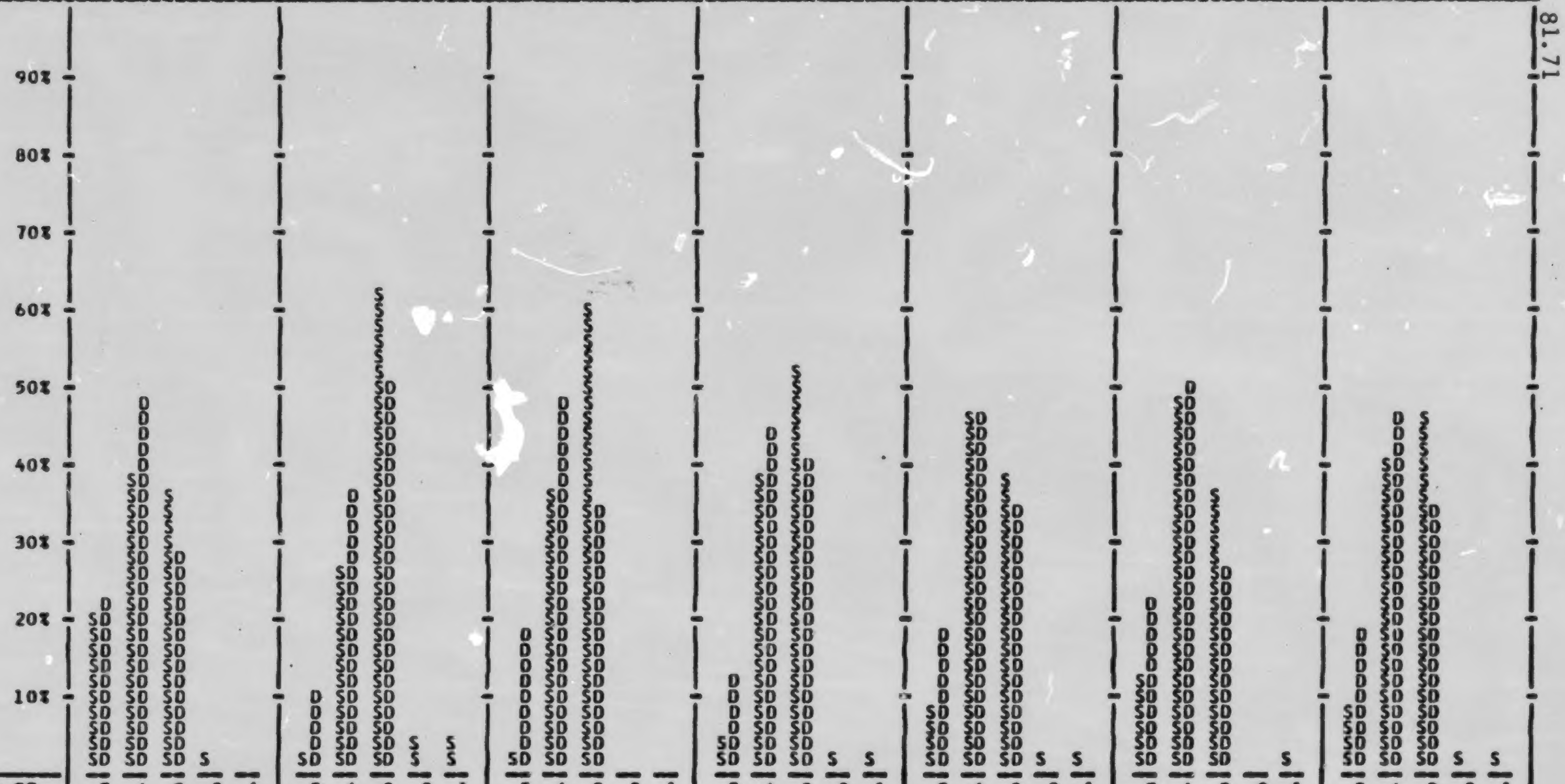
1981-82 SUMMARY OF TEACHER EVALUATIONS FOR GOVALLE

(JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.



COMPETENCY CATEGORIES ———>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	23	49	28	0	0	11	37	51	1	0	18	48	34	0	0	13	45	41	1	0	18	47	34	1	0	22	50	26	1	0	18	47	34	1	0
SCHOOL:	21	39	37	3	0	2	27	63	4	4	2	36	61	0	0	4	38	52	3	3	8	47	39	2	3	12	48	37	0	3	9	41	46	2	2

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS: TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 017

W-116

81.71

572

571i

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT GUVALLE IN 1981-82
(NUMBER OF TEACHERS RATED = 017)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.8		32	59	57	5		
1. IS PUNCTUAL	3.8		3	8	5	1		
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.0		2	9	6			
3. EXHIBITS POISE AND SELF-CONTROL	3.5		1	6	10			
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.6		3	5	8	1		
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.5		1	6	10			
6. SHOWS ENTHUSIASM FOR WORK	4.4		10	4	3			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.4		9	6	1	1		
8. DEMONSTRATES PROFESSIONAL GROWTH	3.6		2	8	6	1		
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.5		1	7	8	1		
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.2		1	14	32	2	2	
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.2		1	6	7	2	1	
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.1			4	12		1	
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.2			4	13			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.4		2	31	52			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.3			5	12			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.4			6	11			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.5		2	5	10			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.6			11	5			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.2			4	13			
IIB. INSTRUCTIONAL SKILLS	3.4		8	77	106	6	6	
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.2			5	10		1	
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.3		1	5	10		1	
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.5		1	8	7	1		
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.6		2	9	5		1	
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.4		1	[illegible]	7	2		
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.6		1	11	4		1	
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.5		1	8	7		1	
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.3		1	5	10		1	
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.4			7	9	1		
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.2			4	13			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.2			4	12	1		
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.2			4	12	1		
IIC. CLASSROOM MANAGEMENT SKILLS	3.6	1	11	64	53	3	4	
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.9		5	7	4		1	
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.6			12	4	1		
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.6		1	9	6	1		
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.3			6	10	1		
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.8		3	9	4		1	
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.6		2	8	6		1	
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.3			7	9		1	
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.4	1		6	10			
III. STUDENT/TEACHER RELATIONSHIPS	3.7		19	73	56		5	
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.8		5	6	5		1	
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.6			11	6			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.8		4	8	4		1	
4. TREATS STUDENTS IMPARTIALLY	3.6		1	10	5		1	
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.5			8	9			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.7		2	10	4		1	
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.5			8	9			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.9		6	6	4		1	
[illegible] MOV[illegible] ROU[illegible]E R[illegible]TO F[illegible]ITAT[illegible]DIV[illegible] LE[illegible]NG	3.[illegible]							

COMPETENCIES BY RANK ORDER
FOR TEACHERS AT GOVALLE IN 1981-82
(NUMBER OF TEACHERS RATED = 017)

	RATING
IA6. SHOWS ENTHUSIASM FOR WORK	4.41
IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.35
III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	3.94
IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.88
III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.82
III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.82
IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.76
IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.76
IA1. IS PUNCTUAL	3.76
III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.71
III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.65
IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.65
IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.65
IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.65
IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.65
IA8. DEMONSTRATES PROFESSIONAL GROWTH	3.65
III4. TREATS STUDENTS IMPARTIALLY	3.59
IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.59
IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.59
IA4. PRESENTS AN EFFECTIVE ROLE MODEL	3.59
IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.53
IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.53
III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.47
III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.47
III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.47
IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.47
IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	3.47
IA5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.47
IA3. EXHIBITS POISE AND SELF-CONTROL	3.47
IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.41
IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.38
IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.35
IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.35
IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.29
IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.29
IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.29
IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.29
IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.29
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.24
IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.24
IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.24
IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.24
IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.19
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.18
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.18
IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.12

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1981-82 SUMMARY OF TEACHER EVALUATIONS FOR GRAHAM

(JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

81.71

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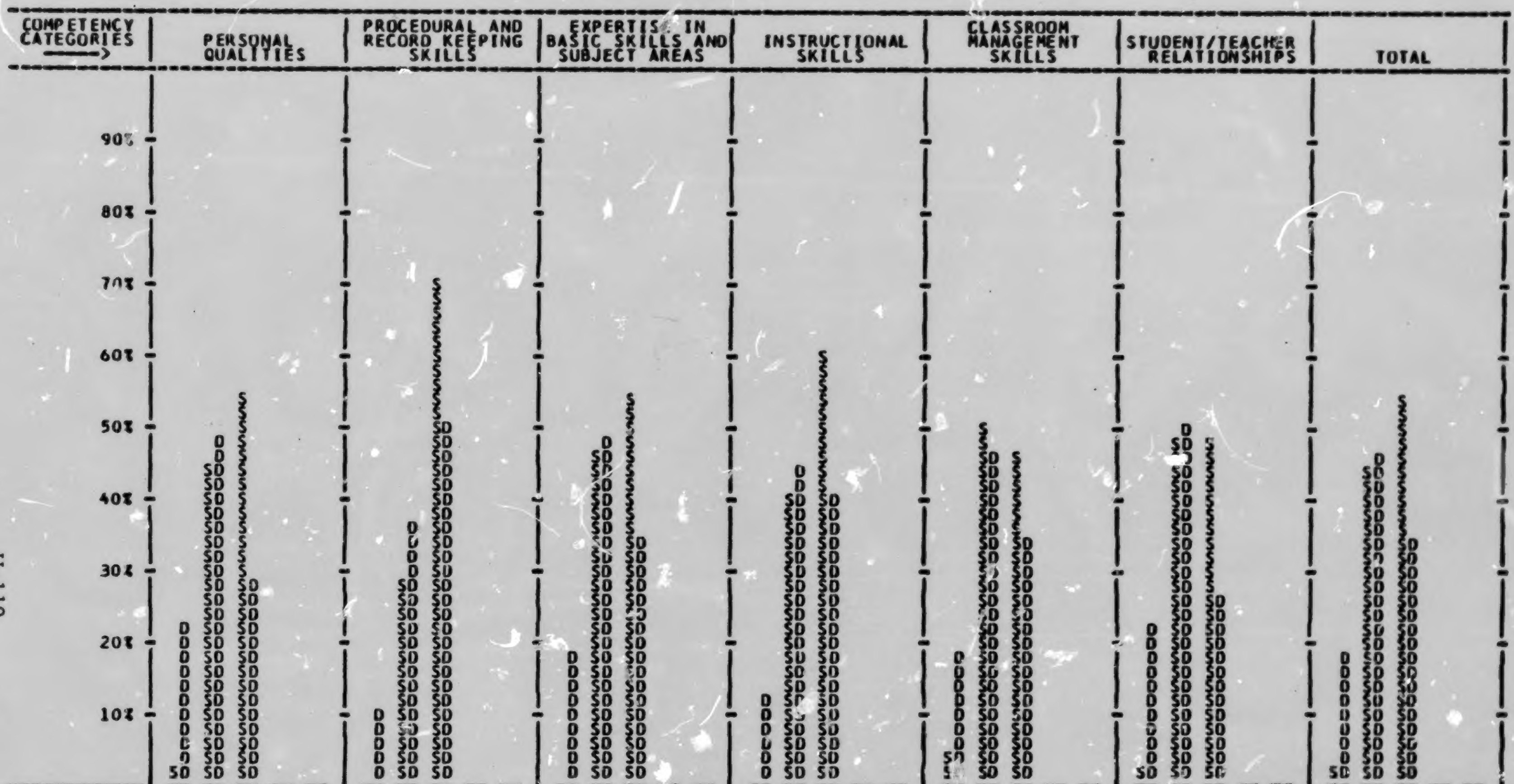

PERCENT OF RESPONSES:	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD	23	49	28	0	0	11	37	51	1	0	18	48	34	0	0	13	45	41	1	0	18	47	34	1	0	22	50	26	1	0	18	47	34	1	0
SCHOOL:	2	44	54	0	0	0	29	71	0	0	0	46	54	0	0	0	40	60	0	0	4	50	46	0	0	3	49	48	0	0	2	44	54	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS: TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 007

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81.71

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SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT GRAHAM IN 1981-82
(NUMBER OF TEACHERS RATED = 007)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.5		1	28	34			
1. IS PUNCTUAL	3.4			3	4			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.4			3	4			
3. EXHIBITS POISE AND SELF-CONTROL	3.4			3	4			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.0		1	5	1			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.3			2	5			
6. SHOWS ENTHUSIASM FOR WORK	3.3			2	5			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.9			6	1			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.3			2	5			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.3			2	5			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.3			6	15			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.6			4	3			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.1			1	6			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.1			1	6			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.5			16	19			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.4			3	4			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.3			2	5			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.3			2	5			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.6			4	3			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.7			5	2			
IIB. INSTRUCTIONAL SKILLS	3.4			34	50			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.3			2	5			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.6			4	3			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.4			3	4			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.6			4	3			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.7			5	2			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.6			4	3			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.3			2	5			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.4			3	4			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.1			1	6			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.3			2	5			
11. INTERPRETS OWN TESTS AND EYLUATION ACCURATELY	3.1			1	6			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.4			3	4			
IIC. CLASSROOM MANAGEMENT SKILLS	3.6		2	28	26			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.9		1	4	2			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.4			3	4			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.6		1	2	4			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.6			4	3			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.7			5	2			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.9			6	1			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.3			2	5			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.3			2	5			
III. STUDENT/TEACHER RELATIONSHIPS	3.6		2	31	30			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.4			3	4			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.6			4	3			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.9		1	4	2			
4. TREATS STUDENTS IMPARTIALLY	3.7			5	2			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.4			3	4			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.4		1	1	5			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.4			3	4			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.6			4	3			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.6			4	3			

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COMPETENCIES BY RANK ORDER
FOR TEACHERS AT GRAHAM IN 1981-82
(NUMBER OF TEACHERS RATED = 0071)                                   RATING
                                                                    ------
 IA4. PRESENTS AN EFFECTIVE ROLE MODEL                                4.00
III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                    3.86
IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                       3.86
IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG         3.86
 IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                           3.86
III4. TREATS STUDENTS IMPARTIALLY                                     3.71
IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                     3.71
IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT                 3.71
IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM          3.71
III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING         3.57
III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP         3.57
III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS             3.57
IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT                3.57
IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST                 3.57
IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM          3.57
IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT            3.57
IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES             3.57
IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION          3.57
 IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                       3.57
III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS            3.43
III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST         3.43
III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS           3.43
III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                        3.43
IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS           3.43
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS        3.43
IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING         3.43
IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES           3.43
IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                       3.43
 IA3. EXHIBITS POISE AND SELF-CONTROL                                 3.43
 IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS              3.43
 IA1. IS PUNCTUAL                                                     3.43
IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK         3.29
IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                    3.29
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG         3.29
IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU          3.29
IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                     3.29
IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT            3.29
IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS               3.29
 IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS             3.29
 IA8. DEMONSTRATES PROFESSIONAL GROWTH                                3.29
 IA6. SHOWS ENTHUSIASM FOR WORK                                       3.29
 IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                         3.29
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY                 3.14
IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                    3.14
 IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                          3.14
 IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE           3.14
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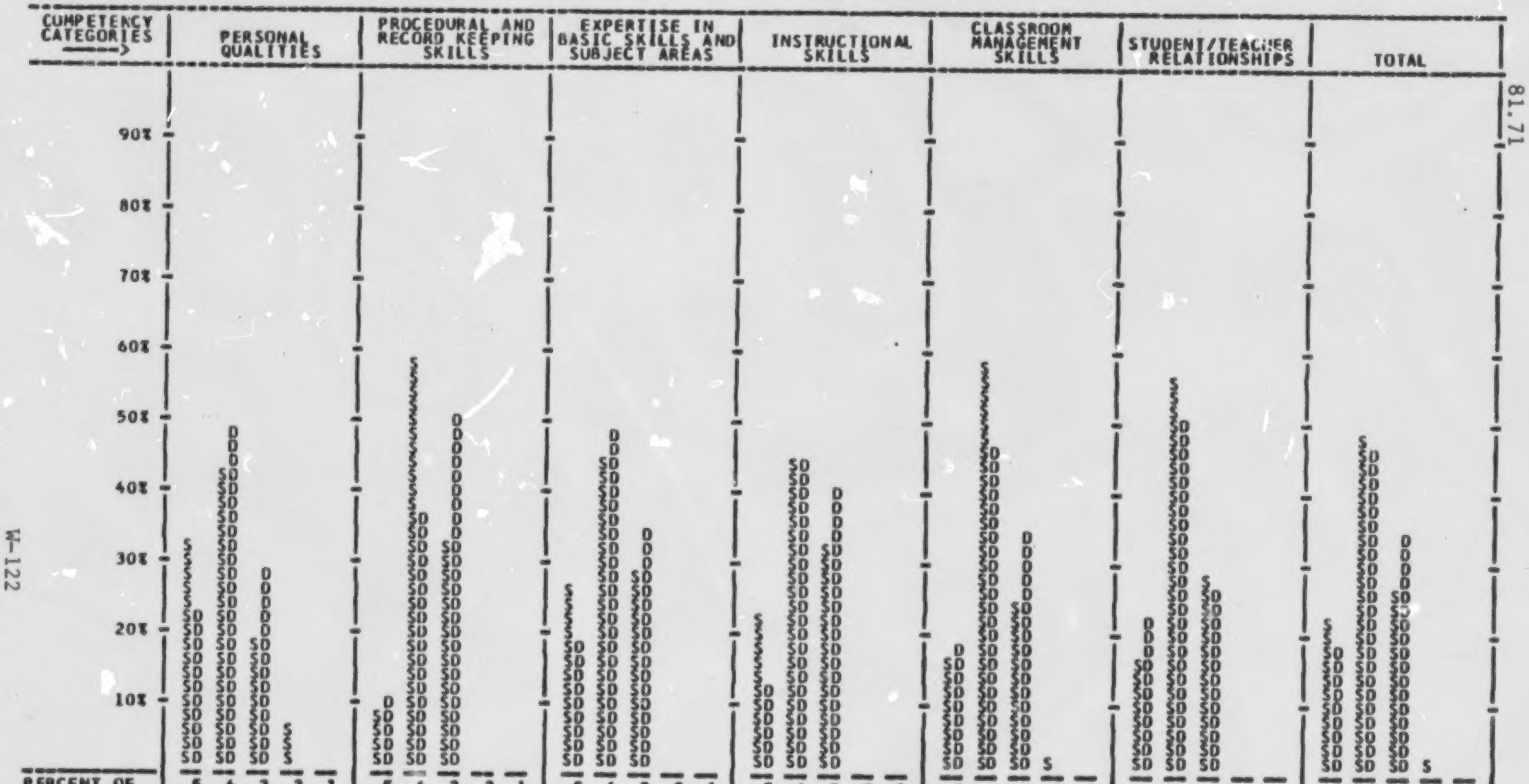
1981-82 SUMMARY OF TEACHER EVALUATIONS FOR GULLETT

(JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.



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COMPETENCY CATEGORIES ——>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	23	49	28	0	0	11	37	51	1	0	18	48	34	0	0	13	45	41	1	0	18	47	34	1	0	22	50	26	1	0	18	47	34	1	0
SCHOOL:	33	43	18	6	0	0	58	33	0	0	26	45	29	0	0	22	44	33	1	0	16	58	25	2	0	17	56	28	0	0	22	49	27	2	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 008

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT GULLETT IN 1981-82
(NUMBER OF TEACHERS RATED = 008)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.0		24	31	13	4		
1. IS PUNCTUAL	4.3		4	2	2			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.8			6	2			
3. EXHIBITS POISE AND SELF-CONTROL	4.0		3	3	1	1		
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.9		2	3	3			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.1		3	4		1		
6. SHOWS ENTHUSIASM FOR WORK	4.5		5	2	1			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.4		3	5				
8. DEMONSTRATES PROFESSIONAL GROWTH	3.5		1	3	3	1		
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.0		3	3	1	1		
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.8		2	14	8			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.6			5	3			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.8		1	4	3			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.9		1	5	2			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.0		10	17	11			2
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.3		3	3	1			1
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.1		2	4	1			1
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.0		3	2	3			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.0		2	4	2			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.5			4	4			
IIB. INSTRUCTIONAL SKILLS	3.9		21	42	32	1		
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.9		2	3	3			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.8		1	5	1	1		
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.1		3	3	2			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.0		1	6	1			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.9		1	5	2			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.3		3	4	1			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.6		2	1	5			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.0		3	2	3			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	4.4		3	5				
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.4			3	5			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.5			4	4			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.6		2	1	5			
IIC. CLASSROOM MANAGEMENT SKILLS	3.9		10	37	16	1		
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.0		2	5		1		
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.0		2	4	2			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.9		2	3	3			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.6			5	3			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.9		2	3	3			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.8			6	2			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.1		2	5	1			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.8			6	2			
III. STUDENT/TEACHER RELATIONSHIPS	3.9		12	40	20			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.1		3	3	2			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.9		1	5	2			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.8		1	4	3			
4. TREATS STUDENTS IMPARTIALLY	3.6		1	3	4			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.9			7	1			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.6		1	3	4			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.3		3	4	1			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.9		1	5	2			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.0		1	4	1			

COMPETENCIES BY RANK ORDER
FOR TEACHERS AT GULLETT IN 1981-82
(NUMBER OF TEACHERS RATED = 008)

		RATING
IA6.	SHOWS ENTHUSIASM FOR WORK	4.50
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	4.38
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.38
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.29
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.25
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.25
IA1.	IS PUNCTUAL	4.25
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.14
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.13
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.13
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	4.13
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	4.13
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.00
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.00
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.00
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.00
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.00
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.00
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.00
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	4.00
IA3.	EXHIBITS POISE AND SELF-CONTROL	4.00
III10.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	3.88
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.88
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.88
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.88
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.88
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.88
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.88
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.88
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	3.88
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.75
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.75
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.75
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.75
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.75
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.75
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.63
III4.	TREATS STUDENTS IMPARTIALLY	3.63
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.63
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.63
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.63
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.63
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.50
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.50
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	3.50
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.38

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1981-82 SUMMARY OF TEACHER EVALUATIONS FOR HARRIS (JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

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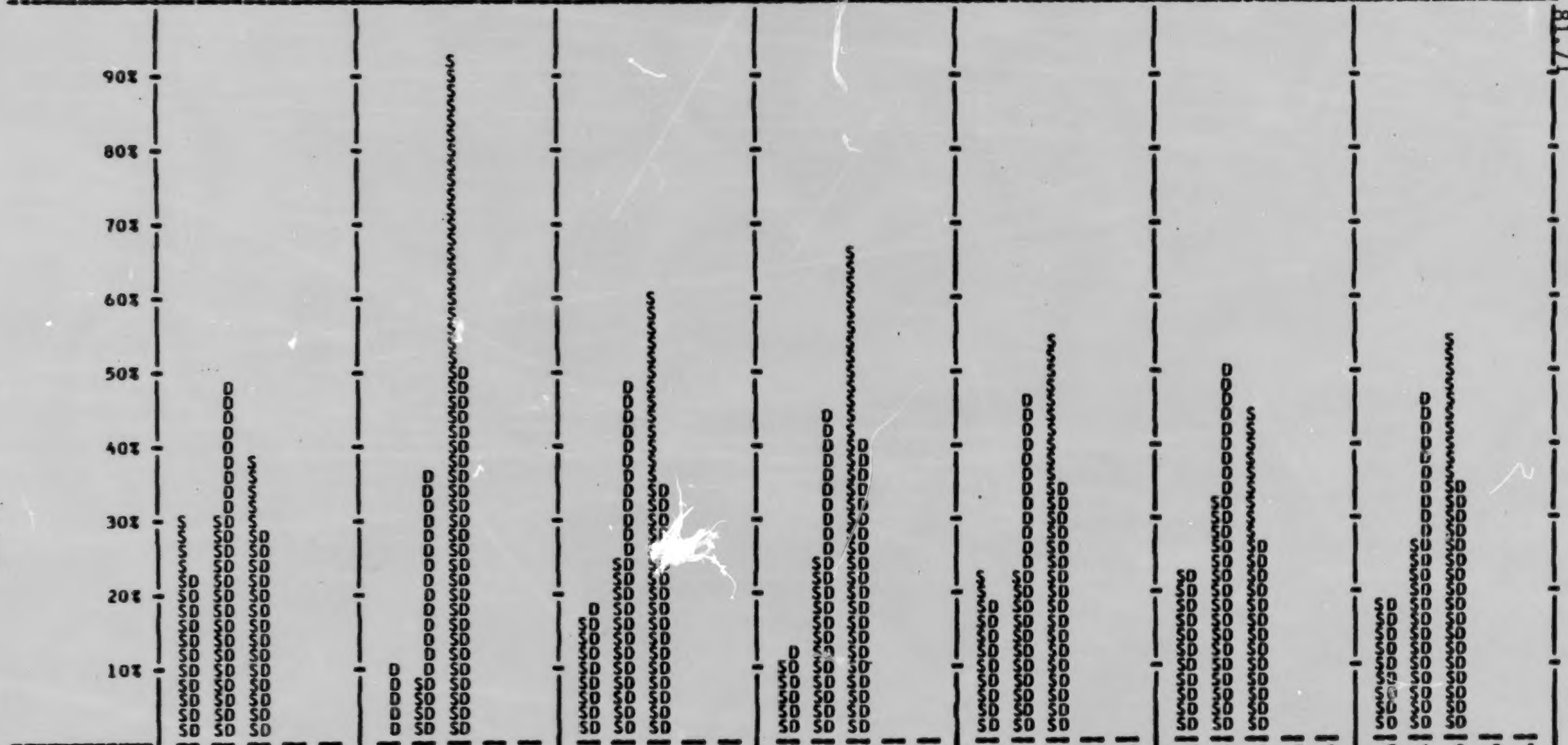

COMPETENCY CATEGORIES ---->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	23	49	28	0	0	11	37	51	1	0	18	48	34	0	0	13	45	41	1	0	18	47	34	1	0	22	50	26	1	0	18	47	34	1	0
SCHOOL:	30	31	39	0	0	0	8	92	0	0	16	24	60	0	0	10	24	66	0	0	23	23	54	0	0	23	32	45	0	0	19	26	55	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS: TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 014

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT HARRIS IN 1981-82
(NUMBER OF TEACHERS RATED = 014)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA._PERSONAL_QUALITIES	3.9		38	39	49			
1. IS PUNCTUAL	3.3		1	2	11			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.4		2	1	11			
3. EXHIBITS POISE AND SELF-CONTROL	4.1		5	6	3			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.1		5	5	4			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.9		3	7	4			
6. SHOWS ENTHUSIASM FOR WORK	4.1		6	4	4			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.3		7	4	3			
8. DEMONSTRATES PROFESSIONAL GROWTH	4.3		7	4	3			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.7		2	6	6			
IB._PROCEDURAL_AND_RECORDKEEPING_SKILLS	3.1			3	36			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.2			2	11			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.1			1	12			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.0				13			
IIA._EXPERTISE_IN_BASIC_SKILLS_AND_SUBJECT_AREAS	3.6		11	17	42			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.4		2	2	10			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.3		1	2	11			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.2		6	5	3			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.8		2	7	5			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.1			1	13			
IIB._INSTRUCTIONAL_SKILLS	3.4		16	41	111			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.7		2	6	6			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.6			8	6			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.1			2	12			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.6		2	4	8			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.1			1	13			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.4		1	4	9			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.9		4	5	5			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.0		5	4	5			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.4		2	1	11			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.3			4	10			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.0				14			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.1			2	12			
IIC._CLASSROOM_MANAGEMENT_SKILLS	3.7		26	25	60			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.6		11	1	2			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.4		1	3	10			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.4		1	4	9			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.1			1	13			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.4		9	2	3			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.5			6	7			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.5		1	5	8			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.6		3	3	8			
III._STUDENT/TEACHER_RELATIONSHIPS	3.8		29	40	57			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.4		7	6	1			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.9		3	7	4			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.9		2	9	3			
4. TREATS STUDENTS IMPARTIALLY	3.6		2	4	8			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.4		1	3	10			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.0		5	4	5			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.8		4	3	7			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.9		5	3	6			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.1			1	13			

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COMPETENCIES BY RANK ORDER
FOR TEACHERS AT HARRIS IN 1981-82
(NUMBER OF TEACHERS RATED = 014)                                    RATING
                                                                    ------
 IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG       4.64
 III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                      4.43
 IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                   4.43
  IA8. DEMONSTRATES PROFESSIONAL GROWTH                              4.29
  IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                         4.29
 IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT          4.21
  IA6. SHOWS ENTHUSIASM FOR WORK                                     4.14
  IA3. EXHIBITS POISE AND SELF-CONTROL                               4.14
  IA4. PRESENTS AN EFFECTIVE ROLE MODEL                              4.07
 III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST       4.00
 IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING       4.00
 III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP       3.93
 III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                  3.93
 III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS           3.93
 IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU        3.93
  IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                       3.93
 III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS          3.79
 IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION        3.79
 IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                   3.71
  IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS           3.71
 IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK       3.64
 III4. TREATS STUDENTS IMPARTIALLY                                   3.57
 IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT          3.57
 IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES          3.57
 IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                  3.50
 IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                     3.46
 IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST               3.43
 IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM        3.43
 IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                     3.43
 III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS         3.36
 IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS         3.36
 IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                  3.36
  IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS            3.36
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG        3.29
 IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS             3.29
  IA1. IS PUNCTUAL                                                   3.29
  IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                     3.15
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS       3.14
 IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES         3.14
  IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE         3.08
 III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING       3.07
 IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT              3.07
 IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT               3.07
 IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM        3.07
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY                3.00
  IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                        3.00
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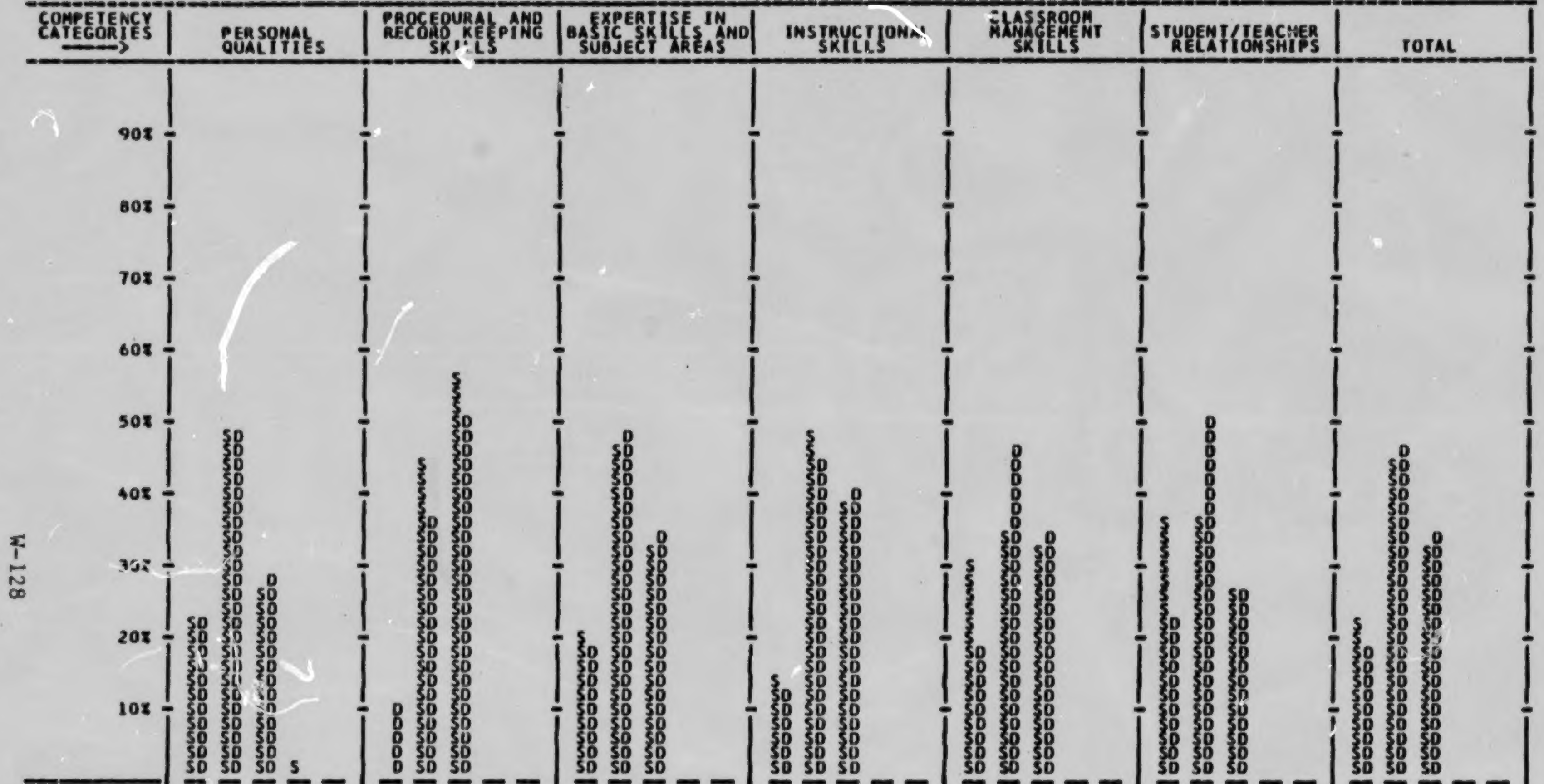
1981-82 SUMMARY OF TEACHER EVALUATIONS FOR HIGHLAND PARK (JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.



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	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	23	49	28	0	0	11	37	51	1	0	18	48	34	0	0	13	45	41	1	0	18	47	34	1	0	22	50	26	1	0	18	47	34	1	0
SCHOOL:	23	49	26	2	0	0	44	56	0	0	20	47	33	0	0	14	49	38	0	0	31	35	33	0	0	37	37	26	0	0	23	44	33	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 036

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT HIGHLAND PARK IN 1981-82
(NUMBER OF TEACHERS RATED = 006)

81.71

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	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.9		12	26	14	1		
1. IS PUNCTUAL	3.3			3	2	1		
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.8		2	1	3			
3. EXHIBITS POISE AND SELF-CONTROL	3.7		1	2	3			
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.8		2	1	3			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.2		2	3	1			
6. SHOWS ENTHUSIASM FOR WORK	4.0		2	2	2			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.3		2	4				
8. DEMONSTRATES PROFESSIONAL GROWTH	4.2		1	5				
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.0			5				
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.4			8	10			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.7			4	2			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.3			2	4			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.3			2	4			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.9		6	14	10			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.7			4	2			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.8		1	3	2			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.2		3	1	2			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.8		1	3	2			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.8		1	3	2			
IIB. INSTRUCTIONAL SKILLS	3.8		10	35	27			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.0		1	4	1			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.8		1	3	2			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.2		3	1	2			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.8		1	3	2			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.7			4	2			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.2		2	3	1			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.0		2	2	1			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.7			4	2			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.7			4	2			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.3			2	4			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.3			2	4			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.5			3	3			
IIC. CLASSROOM MANAGEMENT SKILLS	4.0		15	17	16			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.0		2	2	2			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.7		1	2	3			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.2		2	3	1			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.8		1	3	2			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.2		2	3	1			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.8		2	1	3			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.2		3	1	2			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	4.0		2	2	2			
III. STUDENT/TEACHER RELATIONSHIPS	4.1		20	20	14			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.0		2	2	2			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.0		2	2	2			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.3		2	4				
4. TREATS STUDENTS IMPARTIALLY	4.2		3	1	2			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.2		2	3	1			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.2		3	1	2			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.0		2	2	2			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.7			4	2			
9. MOV[illegible] ROU[illegible] HE [illegible] TO F[illegible]ITA[illegible] INDIV[illegible] L[illegible]NG	[illegible]		[illegible]	[illegible]	[illegible]			

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COMPETENCIES BY RANK ORDER
FOR TEACHERS AT HIGHLAND PARK IN 1981-82
(NUMBER OF TEACHERS RATED = 006)                                    RATING
                                                                    ------
 III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING       4.50
 III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                  4.33
  IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                         4.33
 III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST       4.17
 III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS         4.17
 III4. TREATS STUDENTS IMPARTIALLY                                   4.17
 IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                  4.17
 IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                   4.17
 IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST               4.17
 IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM        4.17
 IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES         4.17
 IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT          4.17
  IA8. DEMONSTRATES PROFESSIONAL GROWTH                              4.17
  IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                       4.17
 III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS          4.00
 III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS           4.00
 III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                      4.00
 IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK       4.00
 IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG       4.00
 IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU        4.00
 IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                   4.00
  IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS           4.00
  IA6. SHOWS ENTHUSIASM FOR WORK                                     4.00
 IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                     3.83
 IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT              3.83
 IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT          3.83
 IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES          3.83
 IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM        3.83
 IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION        3.83
 IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS             3.83
  IA4. PRESENTS AN EFFECTIVE ROLE MODEL                              3.83
  IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS            3.83
 III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP       3.67
 IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS         3.67
 IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                  3.67
 IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING       3.67
 IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT               3.67
 IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                     3.67
  IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                     3.67
  IA3. EXHIBITS POISE AND SELF-CONTROL                               3.67
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS       3.50
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY                3.33
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG        3.33
  IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                        3.33
  IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE         3.33
  IA1. IS PUNCTUAL                                                   3.33
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1981-82 SUMMARY OF TEACHER EVALUATIONS FOR HILL

(JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

81.71

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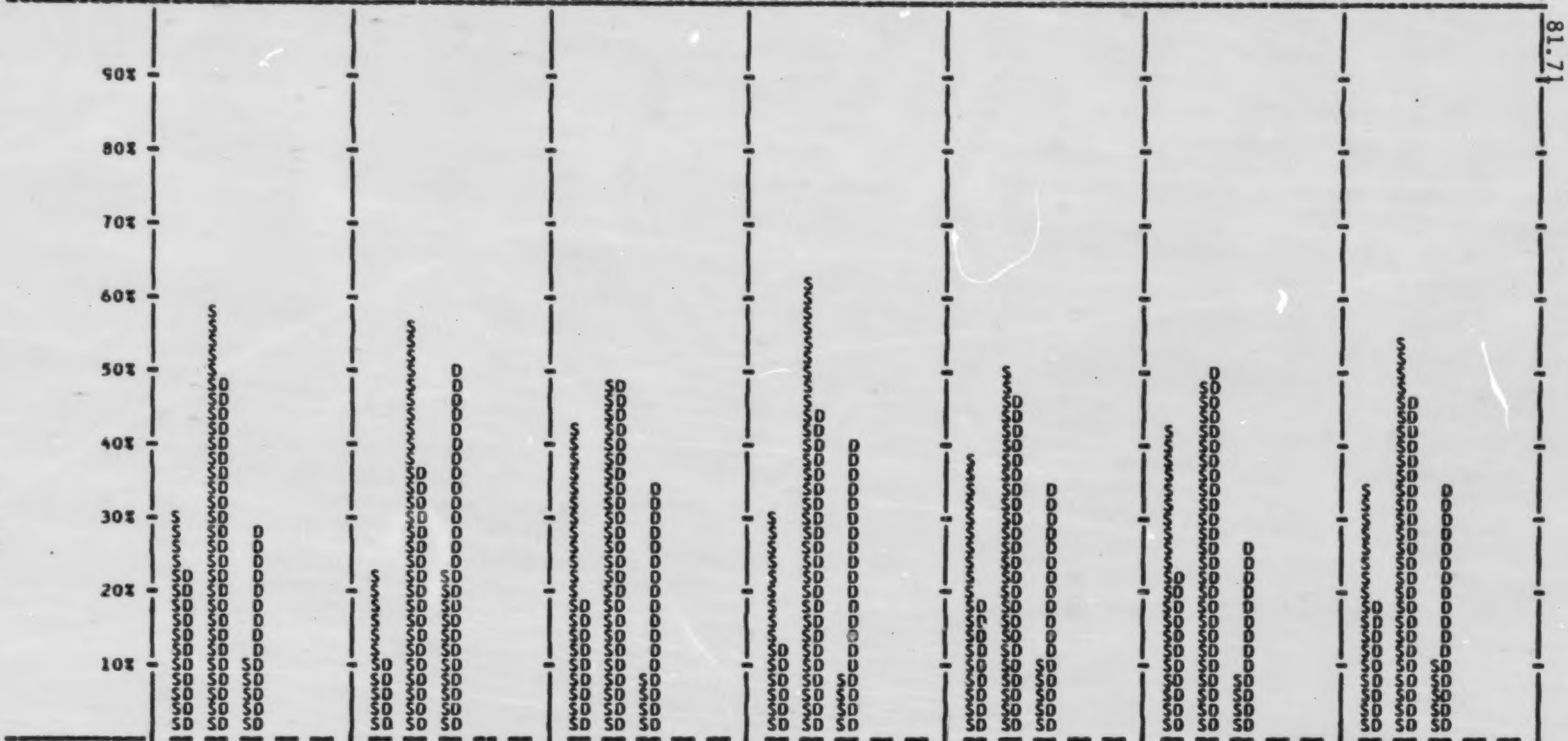

COMPETENCY CATEGORIES --->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	23	49	28	0	0	11	37	51	1	0	18	48	34	0	0	13	45	41	1	0	18	47	34	1	0	22	50	26	1	0	18	47	34	1	0
SCHOOL:	31	58	11	0	0	22	56	22	0	0	42	49	9	0	0	30	62	8	0	0	39	51	10	0	0	43	48	9	0	0	35	55	10	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS: TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 009

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT HILL IN 1981-82
(NUMBER OF TEACHERS RATED = 009)

81.71

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.2		25	47	9			
1. IS PUNCTUAL	4.1		2	6	1			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.2		2	7				
3. EXHIBITS POISE AND SELF-CONTROL	4.4		4	5				
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.6		6	2	1			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.2		3	5	1			
6. SHOWS ENTHUSIASM FOR WORK	4.0		2	5	2			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.1		2	6	1			
8. DEMONSTRATES PROFESSIONAL GROWTH	4.0		2	5	2			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.1		2	6	1			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	4.0		6	15	6			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	4.0		2	5	2			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	4.0		2	5	2			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	4.0		2	5	2			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.3		18	21	4			2
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.4		4	3	1			1
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.5		4	4				1
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.2		3	5	1			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.4		5	3	1			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.1		2	6	1			
IIB. INSTRUCTIONAL SKILLS	4.2		32	66	9			1
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.1		2	6	1			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.1		2	6	1			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.4		4	5				
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.1		2	6	1			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	4.3		3	6				
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.3		3	6				
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.2		3	5	1			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.4		5	3	1			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	4.1		2	5	1			1
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	4.1		2	6	1			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	4.1		2	6	1			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	4.1		2	6	1			
IIC. CLASSROOM MANAGEMENT SKILLS	4.3		27	36	7			2
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.3		4	4	1			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.2		3	5	1			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.2		3	5	1			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.2		3	5	1			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.3		4	4	1			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.3		4	4	1			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.2		3	5	1			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	4.4		3	4				2
III. STUDENT/TEACHER RELATIONSHIPS	4.3		35	39	7			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.4		5	3	1			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.3		3	6				
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.4		4	5				
4. TREATS STUDENTS IMPARTIALLY	4.3		4	4	1			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.3		3	6				
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.6		6	2	1			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.2		3	5	1			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.3		4	4	1			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.1		3	4	2			

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COMPETENCIES BY RANK ORDER
FOR TEACHERS AT HILL IN 1981-82
(NUMBER OF TEACHERS RATED = 009)                                RATING
                                                                ------
III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST    4.56
 IA4. PRESENTS AN EFFECTIVE ROLE MODEL                           4.56
IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS          4.50
III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS               4.44
III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                   4.44
IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING    4.44
IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES      4.44
IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION     4.44
 IA3. EXHIBITS POISE AND SELF-CONTROL                            4.44
IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK    4.43
IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                  4.38
III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP    4.33
III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS      4.33
III4. TREATS STUDENTS IMPARTIALLY                                4.33
III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS        4.33
IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                  4.33
IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                4.33
IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG    4.33
IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM     4.33
IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT            4.33
III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS       4.22
IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES               4.22
IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT           4.22
IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST            4.22
IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS      4.22
IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU     4.22
IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT       4.22
 IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                    4.22
 IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS         4.22
IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES               4.13
III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING    4.11
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS   4.11
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY            4.11
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG    4.11
IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT       4.11
IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES       4.11
IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                4.11
IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM     4.11
 IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS        4.11
 IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                      4.11
 IA1. IS PUNCTUAL                                                4.11
 IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                     4.00
 IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE      4.00
 IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                  4.00
 IA8. DEMONSTRATES PROFESSIONAL GROWTH                           4.00
 IA6. SHOWS ENTHUSIASM FOR WORK                                  4.00
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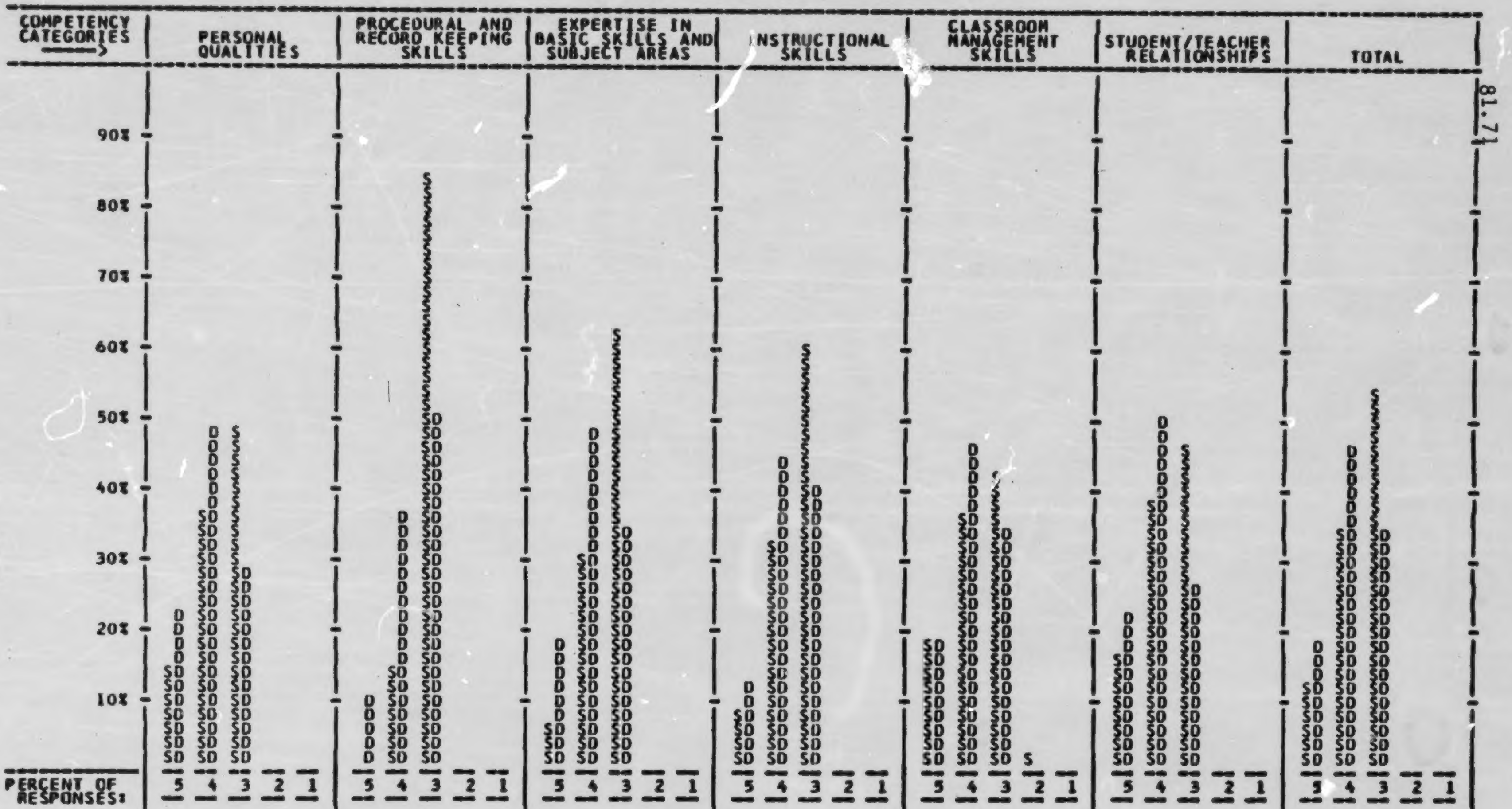
1981-82 SUMMARY OF TEACHER EVALUATIONS FOR HOUSTON

(JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.



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81.71

COMPETENCY CATEGORIES	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	23	49	28	0	0	11	37	51	1	0	18	48	34	0	0	13	45	41	1	0	18	47	34	1	0	22	50	26	1	0	18	47	34	1	0
SCHOOL:	14	37	48	1	0	1	14	84	1	0	7	31	62	0	0	8	32	60	0	0	18	37	43	2	0	17	38	46	0	0	12	34	54	1	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS: TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 029

W-135

81.71

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT HOUSTON IN 1981-82
(NUMBER OF TEACHERS RATED = 029)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.6		36	96	125	2		
1. IS PUNCTUAL	3.2		1	5	21	1		
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.2			7	22			
3. EXHIBITS POISE AND SELF-CONTROL	3.6		3	11	15			
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.7		4	11	14			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.8		3	18	8			
6. SHOWS ENTHUSIASM FOR WORK	4.0		8	13	8			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.3		12	13	4			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.5		2	10	17			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.5		3	8	16	1		
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.1		1	12	73	1		
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.1		1	3	24	1		
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.2			5	24			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.1			4	25			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.4		10	44	89			2
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.3			9	20			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.3			9	18			2
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.4		1	9	19			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.6		4	8	17			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.7		5	9	15			
IIB. INSTRUCTIONAL SKILLS	3.5		26	111	205			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.6		2	12	14			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.6		1	13	13			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.7		5	9	14			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.8		5	13	10			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.3			9	19			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.6		3	12	14			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.6		3	12	14			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.7		5	10	14			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.4		2	8	19			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.2			6	23			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.1			3	26			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.1			4	25			
IIC. CLASSROOM MANAGEMENT SKILLS	3.7		40	84	96	5		2
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.8		6	14	7	2		
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.7		5	9	13			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.7		4	14	8	2		
4. ALLOCATES TIME TO INCLUDE PFES ALL APPRO CONTENT	3.5		3	8	17			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.2		11	12	4	1		
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.6		4	10	15			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.6		4	10	15			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.5		3	7	17			2
III. STUDENT/TEACHER RELATIONSHIPS	3.7		43	98	119			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.0		9	11	9			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.8		8	8	13			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.7		5	10	14			
4. TREATS STUDENTS IMPARTIALLY	3.6		3	12	14			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.5		3	8	18			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.8		7	8	14			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.5		1	13	14			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.8		4	15	10			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.7		3	13	13			

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COMPETENCIES BY RANK ORDER
FOR TEACHERS AT HOUSTON IN 1981-82
(NUMBER OF TEACHERS RATED = 029)                                      RATING
                                                                      ------
  IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                           4.28
 IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                     4.18
 III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                        4.00
  IA6. SHOWS ENTHUSIASM FOR WORK                                       4.00
 III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS             3.83
 IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG         3.83
  IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                         3.83
 IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT            3.82
 III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP         3.79
 III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST         3.76
 IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST                 3.71
 IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS           3.70
 III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                    3.69
 IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING         3.69
 IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES           3.68
 III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING         3.66
 IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM          3.66
  IA4. PRESENTS AN EFFECTIVE ROLE MODEL                                3.66
 III4. TREATS STUDENTS IMPARTIALLY                                     3.62
 IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                    3.62
 IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                       3.62
 IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU          3.62
 IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM          3.62
  IA3. EXHIBITS POISE AND SELF-CONTROL                                 3.59
 IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                     3.57
 IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES            3.56
 IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION          3.55
 III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS            3.54
 IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT                3.50
 III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS           3.48
 IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK         3.48
  IA8. DEMONSTRATES PROFESSIONAL GROWTH                                3.48
  IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS             3.46
 IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                    3.41
 IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT            3.38
 IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS               3.33
 IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT                 3.32
 IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                       3.31
  IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS              3.24
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG          3.21
  IA1. IS PUNCTUAL                                                     3.21
  IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE           3.17
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS         3.14
  IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                          3.14
  IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                       3.14
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY                  3.10
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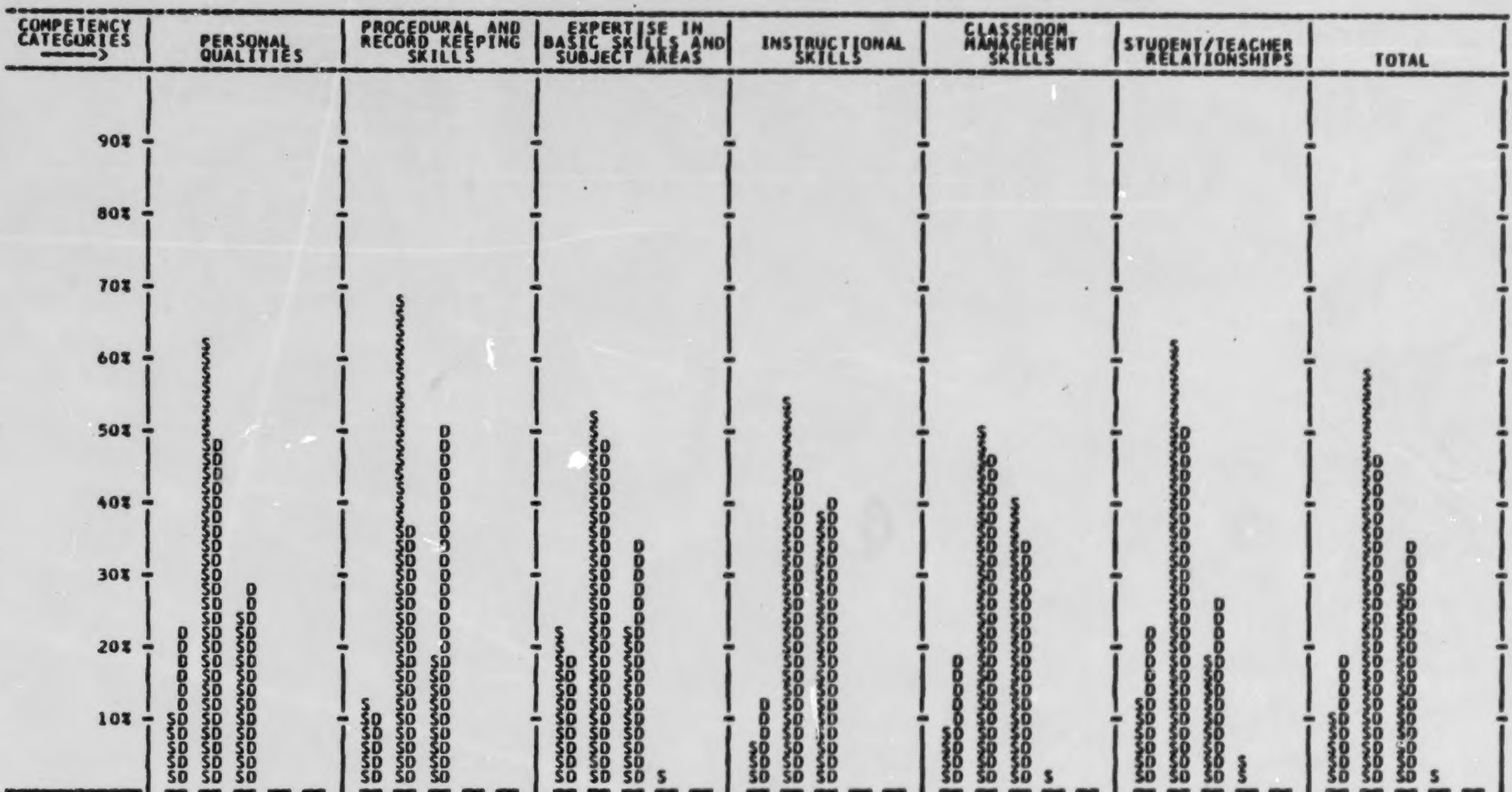
1981-82 SUMMARY OF TEACHER EVALUATIONS FOR JOSLIN

(JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.



W-137

81.71

COMPETENCY CATEGORIES	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	23	49	28	0	0	11	37	51	1	0	18	48	34	0	0	13	45	41	1	0	18	47	34	1	0	22	50	26	1	0	18	47	34	1	0
SCHOOL:	11	63	24	1	0	13	69	18	0	0	23	52	22	3	0	7	55	38	0	0	8	50	40	2	0	13	62	19	5	0	11	58	29	2	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 015

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT JOSLIN IN 1981-82
(NUMBER OF TEACHERS RATED = 015)

81.71

W-138

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.8		15	85	33	2		
1. IS PUNCTUAL	3.9		1	12	2			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.9			13	2			
3. EXHIBITS POISE AND SELF-CONTROL	3.6			9	6			
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.7		2	6	7			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.0		2	11	2			
6. SHOWS ENTHUSIASM FOR WORK	3.7		2	6	7			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.2		3	12				
8. DEMONSTRATES PROFESSIONAL GROWTH	3.5		2	5	6	2		
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.1		3	11	1			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	4.0		6	31	8			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	4.2		6	6	3			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.9			14	1			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.7			11	4			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.0		17	38	16	2		2
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.8		1	11	2	1		
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.6			8	6			1
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.5		1	7	6	1		
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.2		5	8	2			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.7		10	4				1
IIB. INSTRUCTIONAL SKILLS	3.7		12	99	68			1
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.9		2	9	4			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.2			3	12			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.7		2	7	6			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.9			13	2			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.6			9	6			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.0		1	13	1			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.5			8	7			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.7		3	4	8			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.3			4	11			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.6			9	6			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	4.0		1	13	1			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.9		3	7	4			1
IIC. CLASSROOM MANAGEMENT SKILLS	3.6		9	60	48	2		
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.6		1	7	7			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.9		1	12	2			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.6			9	6			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.9			13	2			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.6		3	4	7	1		
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.5			7	8			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.9		4	7	3	1		
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.1			1	13			
III. STUDENT/TEACHER RELATIONSHIPS	3.8		18	84	26	7		
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.8		2	8	5			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.9		2	9	4			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.5			10	3	2		
4. TREATS STUDENTS IMPARTIALLY	3.7			12	1	2		
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.7		1	10	3	1		
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.7		3	6	5	1		
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.3		5	9	1			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.1		2	12	1			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.9		3	8	3	1		

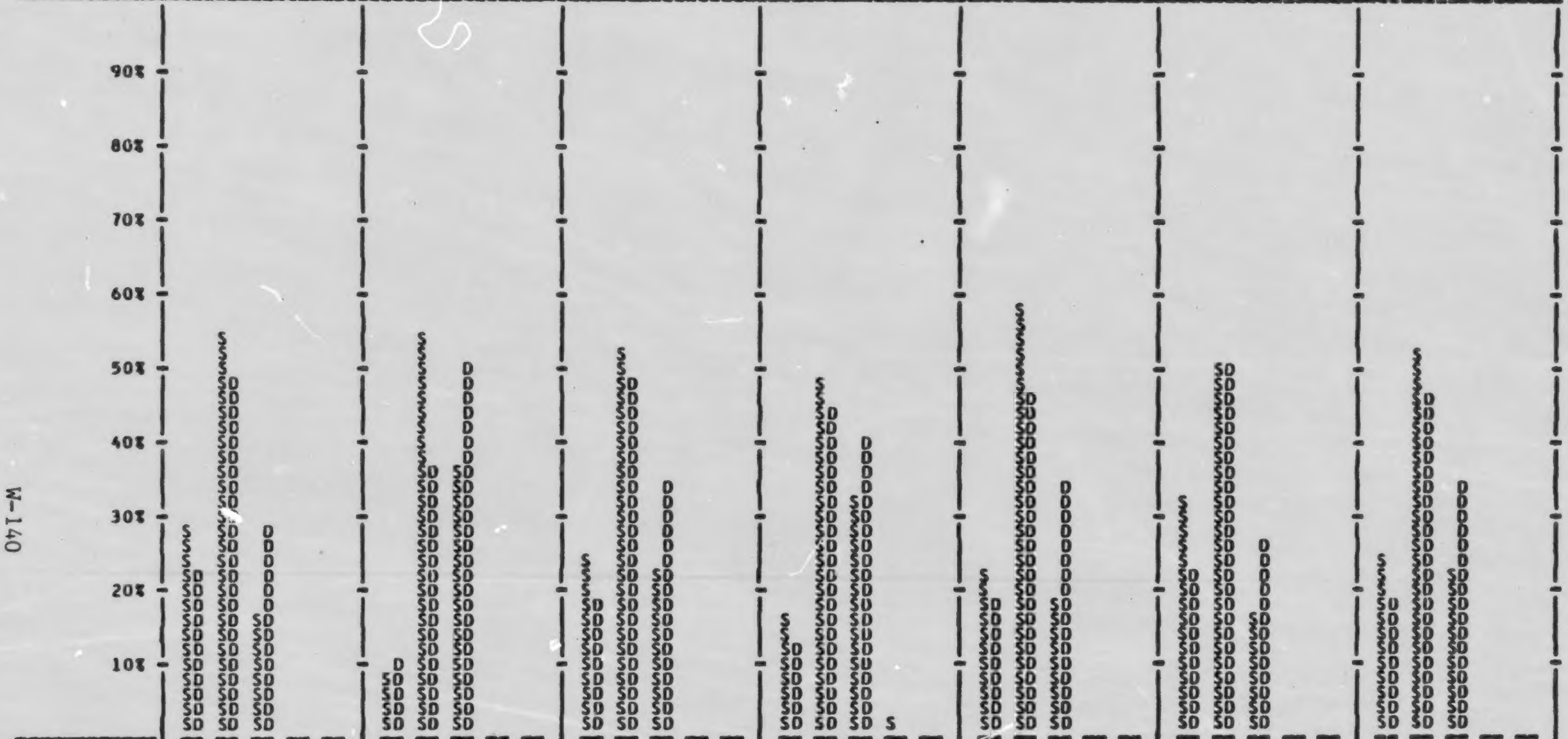
COMPETENCIES BY RANK ORDER
FOR TEACHERS AT JOSLIN IN 1981-82
(NUMBER OF TEACHERS RATED = 015)

		RATING
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.71
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.27
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.20
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	4.20
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.20
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	4.13
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	4.07
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	4.00
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.00
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	4.00
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.93
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.93
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.93
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.93
IA1.	IS PUNCTUAL	3.93
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.87
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.87
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.87
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.87
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.87
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.87
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.80
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.80
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.73
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.73
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.73
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.73
III4.	TREATS STUDENTS IMPARTIALLY	3.67
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.67
IA6.	SHOWS ENTHUSIASM FOR WORK	3.67
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	3.67
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.60
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.60
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.60
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.60
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.60
IA3.	EXHIBITS POISE AND SELF-CONTROL	3.60
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.57
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.53
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.53
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.53
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.47
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	3.47
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.27
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.20
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.07

1981-82 SUMMARY OF TEACHER EVALUATIONS FOR LANGFORD (JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

81.71



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COMPETENCY CATEGORIES ——>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	23	49	28	0	0	11	37	51	1	0	18	48	34	0	0	13	45	41	1	0	18	47	34	1	0	22	50	26	1	0	18	47	34	1	0
SCHOOL:	29	55	16	0	0	9	54	37	1	0	25	53	22	0	0	17	49	32	2	0	22	58	19	1	0	32	51	17	0	0	24	53	23	1	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS: TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 031

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT LANGFORD IN 1981-82
(NUMBER OF TEACHERS RATED = 031)

81.71

W-141

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.1		81	154	44			
1. IS PUNCTUAL	4.1		12	11	8			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.2		9	18	4			
3. EXHIBITS POISE AND SELF-CONTROL	4.0		6	20	5			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.3		12	17	2			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.0		6	20	5			
6. SHOWS ENTHUSIASM FOR WORK	4.4		14	14	3			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.3		10	19	2			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.8		4	18	9			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.1		8	17	6			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.7		8	50	34	1		
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.7		1	19	11			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.5		1	16	13	1		
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.9		6	15	10			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.0		37	80	33			5
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.1		6	23	2			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.0		3	19	4			5
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.9		10	9	12			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.2		11	15	5			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.9		7	14	10			
IIB. INSTRUCTIONAL SKILLS	3.8		64	182	118	8		
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.8		5	16	8	2		
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.9		4	19	8			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.8		7	13	10	1		
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.9		7	15	9			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.6		4	14	10	3		
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.2		10	17	4			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.1		8	17	6			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.0		8	14	9			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.7		3	16	11	1		
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.6		3	14	14			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.5		2	13	16			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.6		3	14	13	1		
IIC. CLASSROOM MANAGEMENT SKILLS	4.0		54	144	46	3		1
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.1		8	19	4			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.0		5	20	6			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.0		6	19	6			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.0		6	20	5			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.2		11	15	5			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.9		5	18	7	1		
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.1		9	17	5			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.7		4	16	8	2		1
III. STUDENT/TEACHER RELATIONSHIPS	4.2		90	141	48			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.4		15	14	2			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.0		6	18	7			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.0		7	18	6			
4. TREATS STUDENTS IMPARTIALLY	4.0		6	19	6			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.2		11	15	5			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.2		12	13	6			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.2		12	13	6			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.0		6	18	7			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.4		15	13	3			

COMPETENCIES BY RANK ORDER
FOR TEACHERS AT LANGFORD IN 1981-82
(NUMBER OF TEACHERS RATED = 0311)

	RATING
III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.42
III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.39
IA6. SHOWS ENTHUSIASM FOR WORK	4.35
IA4. PRESENTS AN EFFECTIVE ROLE MODEL	4.32
IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.26
III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.19
III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.19
III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.19
IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.19
IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.19
IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.19
IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.16
IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.13
IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.13
IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.13
IA1. IS PUNCTUAL	4.13
IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.06
IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	4.06
III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.03
IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.03
IA5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.03
IA3. EXHIBITS POISE AND SELF-CONTROL	4.03
III4. TREATS STUDENTS IMPARTIALLY	4.00
IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.00
III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	3.97
III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.97
IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.97
IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.97
IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.96
IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.94
IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.94
IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.90
IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.87
IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.87
IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.87
IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.84
IA8. DEMONSTRATES PROFESSIONAL GROWTH	3.84
IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.77
IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.73
IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.68
IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.60
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.65
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.61
IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.61
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.55
IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.55

1981-82 SUMMARY OF TEACHER EVALUATIONS FOR LEE (JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

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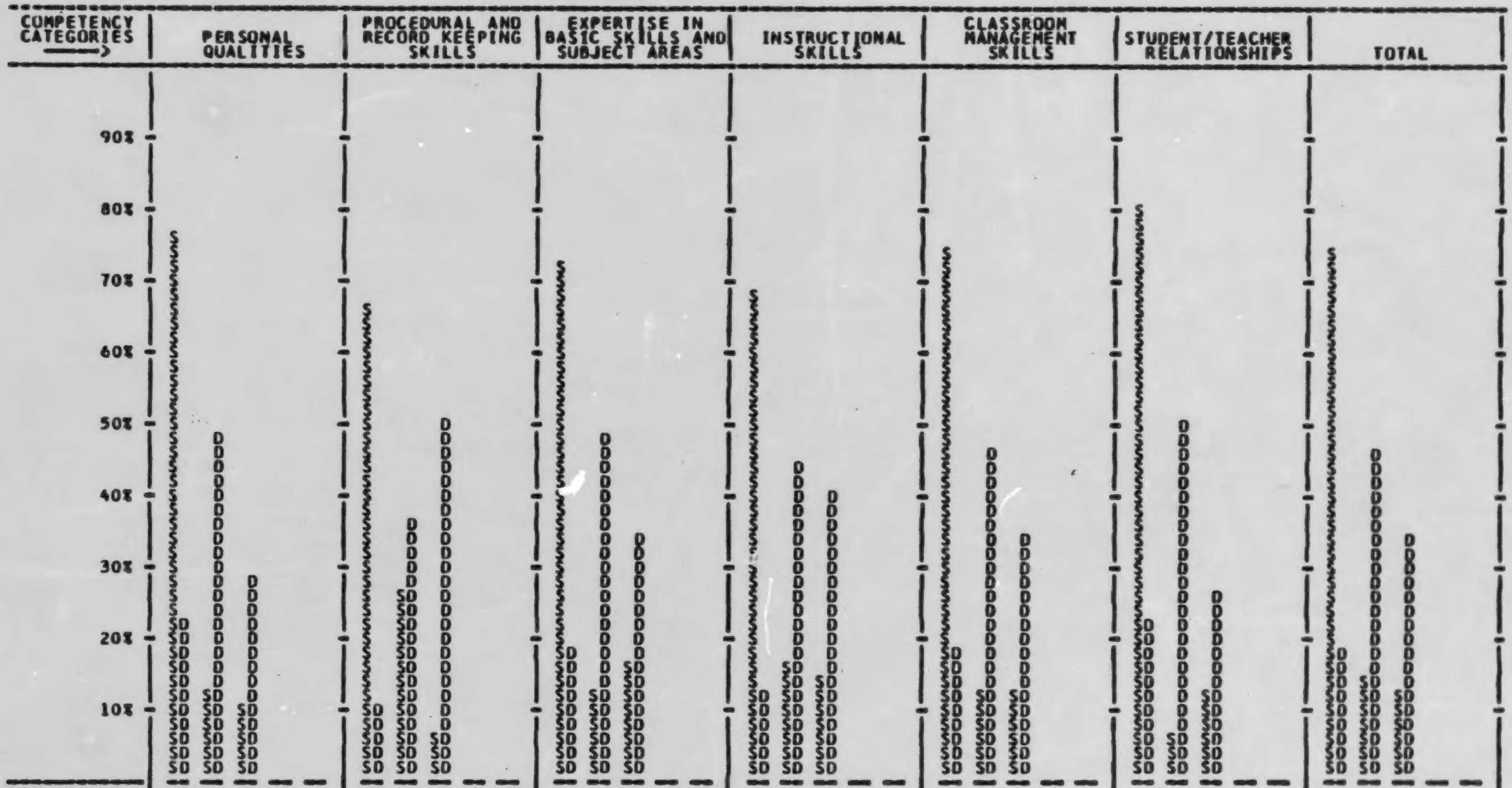

COMPETENCY CATEGORIES ——>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	23	49	28	0	0	11	37	51	1	0	18	48	34	0	0	13	45	41	1	0	18	47	34	1	0	22	50	26	1	0	18	47	34	1	0
SCHOOL:	76	13	11	0	0	67	27	7	0	0	72	12	16	0	0	69	17	14	0	0	75	13	13	0	0	80	7	13	0	0	74	14	13	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS: TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 005

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT LEE IN 1981-82
(NUMBER OF TEACHERS RATED = 005)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.6		34	6	5			
1. IS PUNCTUAL	4.6		3	2				
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.6		4		1			
3. EXHIBITS POISE AND SELF-CONTROL	4.6		4		1			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.6		4		1			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.6		4		1			
6. SHOWS ENTHUSIASM FOR WORK	4.4		3	1	1			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.8		4	1				
8. DEMONSTRATES PROFESSIONAL GROWTH	4.8		4	1				
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.8		4	1				
IB. PROCEDURAL AND RECORDKEEPING SKILLS	4.6		10	4	1			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	4.8		4	1				
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	4.6		3	2				
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	4.4		3	1	1			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.6		18	3	4			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.6		4		1			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.6		4		1			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.0		2	1	2			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.8		4	1				
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.8		4	1				
IIB. INSTRUCTIONAL SKILLS	4.6		41	10	8			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.6		4		1			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.6		4		1			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.6		4		1			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.4		3	1	1			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	4.6		3	2				
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.8		4	1				
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.6		4		1			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.6		4		1			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	4.4		3	1	1			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	4.5		2	2				
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	4.6		3	2				
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	4.4		3	1	1			
IIC. CLASSROOM MANAGEMENT SKILLS	4.6		30	5	5			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.6		4		1			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.6		4		1			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.8		4	1				
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.4		3	1	1			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.8		4	1				
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.6		4		1			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.8		4	1				
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	4.4		3	1	1			
III. STUDENT/TEACHER RELATIONSHIPS	4.7		36	3	6			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.6		4		1			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.6		4		1			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.6		4		1			
4. TREATS STUDENTS IMPARTIALLY	4.6		4		1			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.6		4		1			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.6		4		1			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.8		4	1				
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.8		4	1				
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.8		4	1				

COMPETENCIES BY RANK ORDER
FOR TEACHERS AT LEE IN 1981-82
(NUMBER OF TEACHERS RATED = 005)

	RATING
III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.80
III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	4.80
III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.80
IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.80
IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.80
IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.80
IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.80
IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.80
IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.80
IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES	4.80
IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	4.80
IA8. DEMONSTRATES PROFESSIONAL GROWTH	4.80
IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.80
III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.60
III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.60
III4. TREATS STUDENTS IMPARTIALLY	4.60
III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.60
III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.60
III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.60
IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.60
IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.60
IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.60
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	4.60
IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.60
IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.60
IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	4.60
IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	4.60
IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.60
IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.60
IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.60
IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.60
IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	4.60
IA5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.60
IA4. PRESENTS AN EFFECTIVE ROLE MODEL	4.60
IA3. EXHIBITS POISE AND SELF-CONTROL	4.60
IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.60
IA1. IS PUNCTUAL	4.60
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	4.50
IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	4.40
IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.40
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	4.40
IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	4.40
IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.40
IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	4.40
IA6. SHOWS ENTHUSIASM FOR WORK	4.40
IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.00

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1981-82 SUMMARY OF TEACHER EVALUATIONS FOR LINDER (JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

81.71

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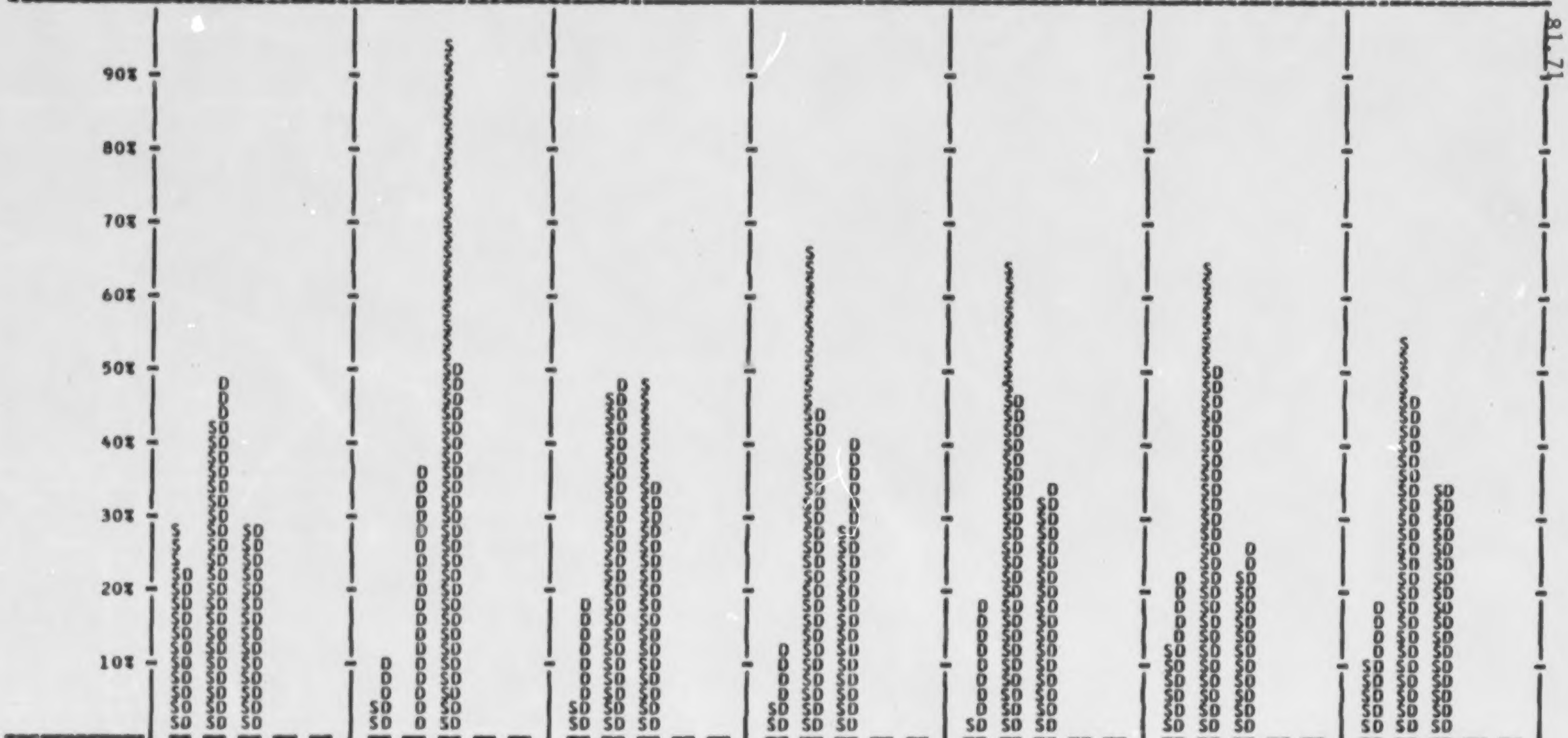

COMPETENCY CATEGORIES ——>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	23	49	28	0	0	11	37	51	1	0	18	48	34	0	0	13	45	41	1	0	18	47	34	1	0	22	50	26	1	0	18	47	34	1	0
SCHOOL:	28	43	29	0	0	5	0	95	0	0	4	46	49	0	0	4	67	28	1	0	2	65	33	0	0	13	64	23	0	0	11	54	35	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS: TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 015

81.71

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT LINDER IN 1981-82
(NUMBER OF TEACHERS RATED = 015)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.0		38	58	39			
1. IS PUNCTUAL	3.1		1		14			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.5		1	6	8			
3. EXHIBITS POISE AND SELF-CONTROL	4.2		4	10	1			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.5		9	5	1			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.2		5	8	2			
6. SHOWS ENTHUSIASM FOR WORK	4.2		6	6	3			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.3		7	5	3			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.7		1	9	5			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.1		4	9	2			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.1	3	2		39			1
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.1	1	1		13			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.1	1	1		13			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.0	1			13			1
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.6	3	3	32	34			3
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.5		1	6	8			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.4	2		4	7			2
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.8		1	10	4			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.9		1	11	3			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.1	1		1	12			1
IIB. INSTRUCTIONAL SKILLS	3.7	19	6	99	42	1		13
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.7			10	4			1
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.9			12	2			1
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.0		1	12	1			1
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.8			10	3			2
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.8	2	2	6	3	1		1
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.7			10	4			1
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.8			10	3			2
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.7		1	8	5			1
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.8	1		11	2			1
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.4	8	1	1	5			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.4	5		4	5			1
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.6	3	1	5	5			1
IIC. CLASSROOM MANAGEMENT SKILLS	3.7		2	73	37			8
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.1		2	13				
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.4			6	8			1
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.7			10	4			1
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.5			7	7			1
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.8			11	3			1
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.9			12	2			1
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.7			10	4			1
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.3			4	9			2
III. STUDENT/TEACHER RELATIONSHIPS	3.9		17	86	31			1
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.9		1	11	3			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.1		3	10	2			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.1		3	10	2			
4. TREATS STUDENTS IMPARTIALLY	3.9		3	7	5			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.1		4	8	3			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.8		1	10	4			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.9		1	11	3			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.9		1	11	3			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.6			8	6			1

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COMPETENCIES BY RANK ORDER
FOR TEACHERS AT LINDER IN 1981-82
(NUMBER OF TEACHERS RATED = 015)

	RATING
IA4. PRESENTS AN EFFECTIVE ROLE MODEL	4.53
IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.27
IA6. SHOWS ENTHUSIASM FOR WORK	4.20
IA5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.20
IA3. EXHIBITS POISE AND SELF-CONTROL	4.20
IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.13
IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	4.13
III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.07
III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.07
III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.07
IID3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	4.00
III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	3.87
III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.87
III4. TREATS STUDENTS IMPARTIALLY	3.87
III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.87
IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.87
IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.86
IID2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.86
IID9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.85
III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.80
IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.80
IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.79
IID7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.77
IID4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.77
IID5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.75
IA6. DEMONSTRATES PROFESSIONAL GROWTH	3.73
IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.71
IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.71
IID8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.71
IID6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.71
IID1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.71
IID12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.64
III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.57
IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.53
IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.53
IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.50
IID11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.44
IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.43
IID10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.43
IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.36
IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.31
IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.14
IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.14
IA1. IS PUNCTUAL	3.13
IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.08
IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.00

1981-82 SUMMARY OF TEACHER EVALUATIONS FOR MAPLEWOOD

(JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

81.71

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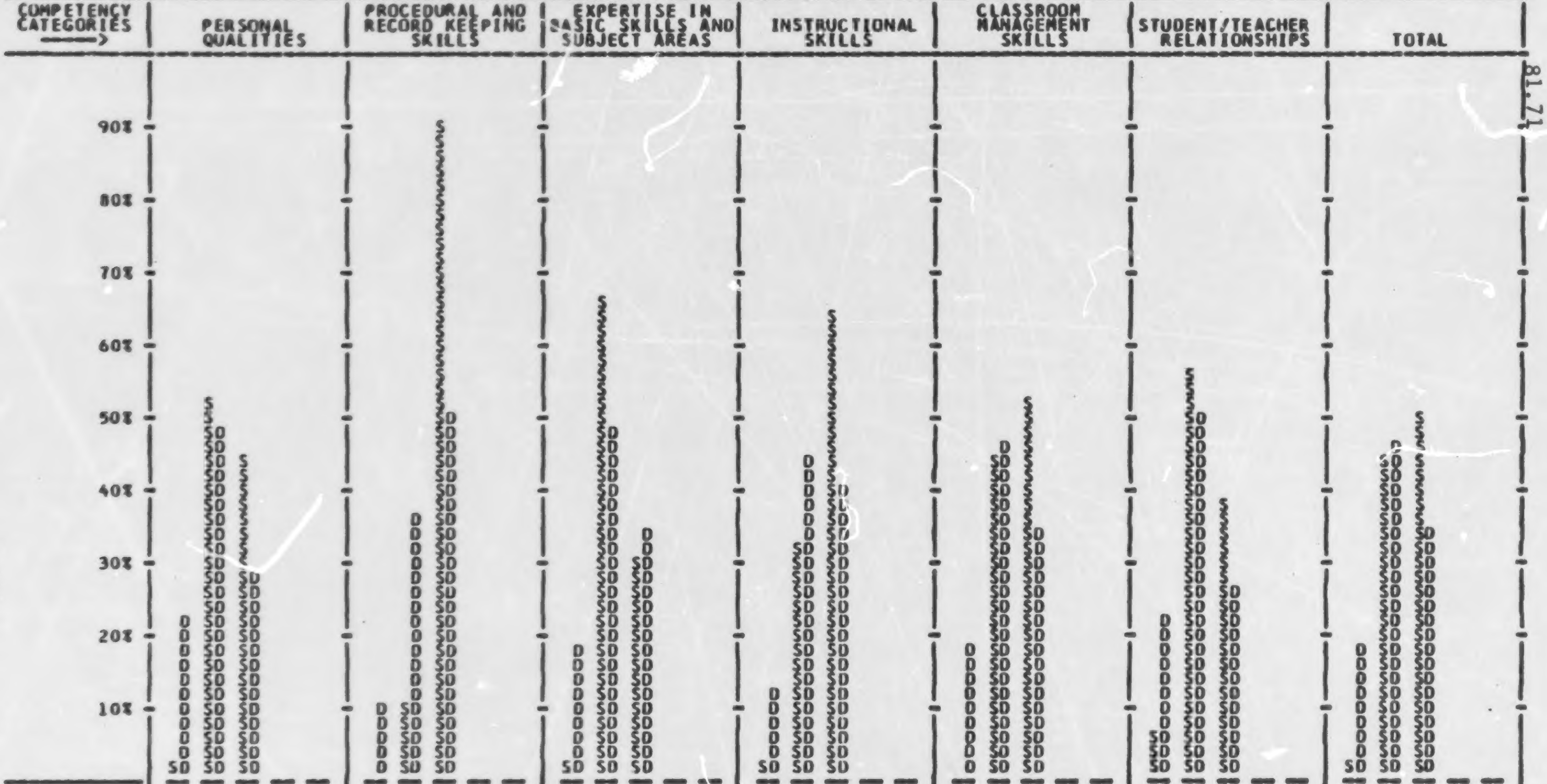

COMPETENCY CATEGORIES ——>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	23	49	28	0	0	11	37	51	1	0	18	48	34	0	0	13	45	41	1	0	18	47	34	1	0	22	50	26	1	0	18	47	34	1	0
SCHOOL:	3	52	45	0	0	0	10	90	0	0	2	67	30	0	0	3	32	65	0	0	1	45	53	0	0	7	56	38	0	0	3	45	51	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS: TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 010

81.71

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SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT MAPLEWOOD IN 1981-82
(NUMBER OF TEACHERS RATED = 010)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.6		3	46	40			
1. IS PUNCTUAL	3.9			9	1			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.6			6	4			
3. EXHIBITS POISE AND SELF-CONTROL	3.4			4	6			
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.3			3	6			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.3			3	7			
6. SHOWS ENTHUSIASM FOR WORK	4.1		2	7	1			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.0		1	8	1			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.3			3	7			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.3			3	7			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.1			3	26			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.1			1	9			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.1			1	8			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.1			1	9			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.7		1	31	14			3
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.8			8	2			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.0			7				3
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.5			5	5			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.9		1	7	2			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.4			4	5			
IIB. INSTRUCTIONAL SKILLS	3.4		3	36	72			8
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.2			2	8			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.3			3	7			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.7			6	3			1
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.3			3	7			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.4			4	5			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.3			3	7			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.4			4	6			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.0		2	6	2			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.9		1	5	2			2
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.0				9			1
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.0				9			1
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.0				7			3
IIC. CLASSROOM MANAGEMENT SKILLS	3.5		1	35	41			3
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.3			3	7			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.4			4	6			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.4			4	6			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.3			3	6			1
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.7			7	3			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.9		1	7	2			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.3			3	7			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.5			4	4			2
III. STUDENT/TEACHER RELATIONSHIPS	3.7		6	49	33			1
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.8		1	6	3			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.9		1	7	2			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.8		1	6	3			
4. TREATS STUDENTS IMPARTIALLY	3.8			8	2			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.2			2	8			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.4			4	6			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.6		1	4	5			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.9		1	7	2			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.9		1	5	2			1

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COMPETENCIES BY RANK ORDER
FOR TEACHERS AT MAPLEWOOD IN 1981-82
(NUMBER OF TEACHERS RATED = 010)

		RATING
IA6.	SHOWS ENTHUSIASM FOR WORK	4.10
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.00
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.00
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.00
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	3.90
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.90
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.90
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.90
IA1.	IS PUNCTUAL	3.90
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.88
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.88
III4.	TREATS STUDENTS IMPARTIALLY	3.80
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.80
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.80
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.80
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.70
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.67
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.60
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.60
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.50
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.50
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.44
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.44
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.40
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.40
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.40
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.40
IA3.	EXHIBITS POISE AND SELF-CONTROL	3.40
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.33
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	3.33
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.30
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.30
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.30
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.30
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.30
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	3.30
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	3.30
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	3.30
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.20
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.20
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.11
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.10
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.10
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.00
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.00
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.00

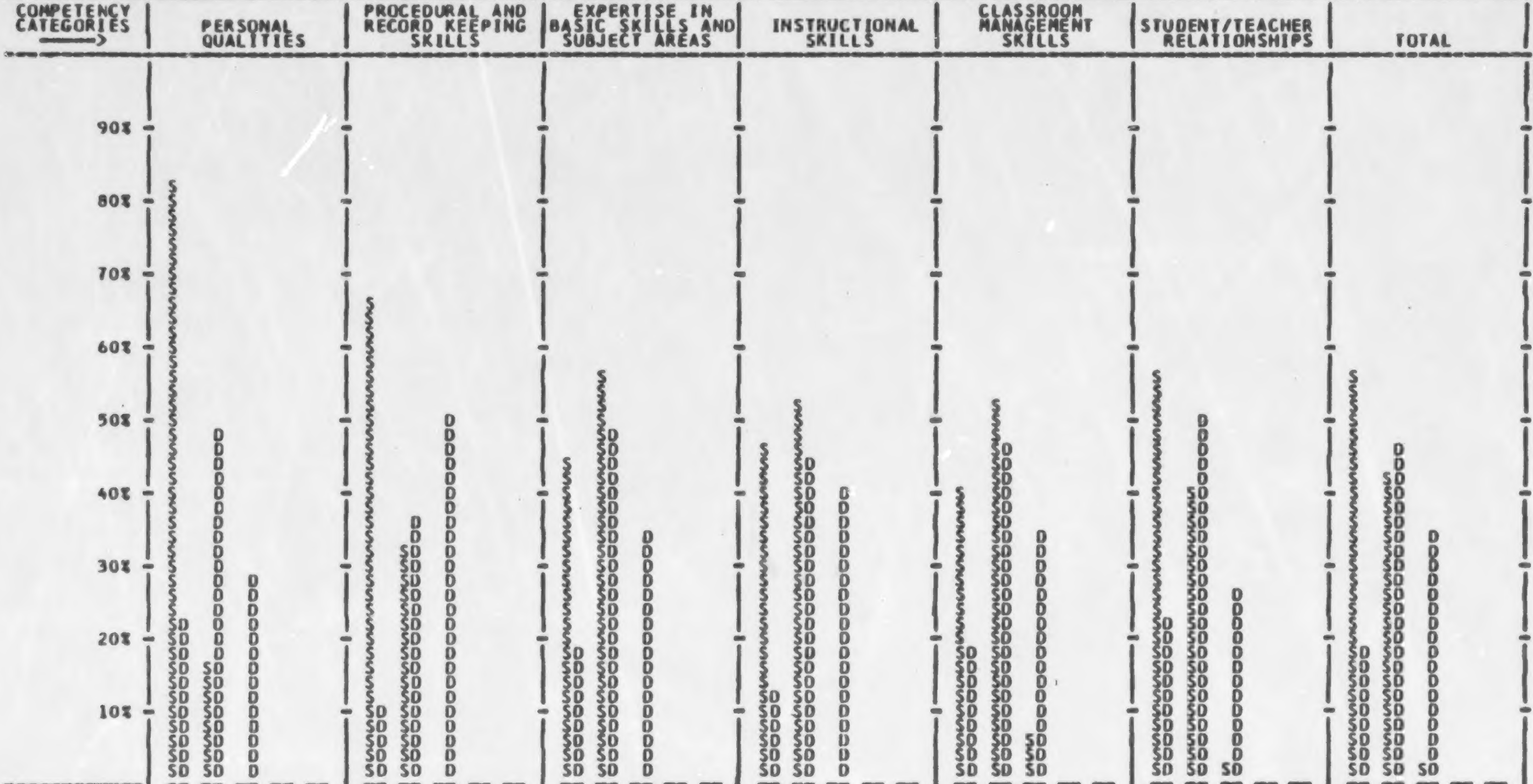
W-151

1981-82 SUMMARY OF TEACHER EVALUATIONS FOR MATHEWS

(JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

81.71



W-152

COMPETENCY CATEGORIES ——>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	23	49	28	0	0	11	37	51	1	0	18	48	34	0	0	13	45	41	1	0	18	47	34	1	0	22	50	26	1	0	18	47	34	1	0
SCHOOL:	83	17	0	0	0	67	33	0	0	0	44	56	0	0	0	46	52	1	0	0	41	52	7	0	0	57	41	2	0	0	56	42	2	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 007

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT MATHEWS IN 1981-82
(NUMBER OF TEACHERS RATED = 007)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.8		52	11				
1. IS PUNCTUAL	4.7		5	2				
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.7		5	2				
3. EXHIBITS POISE AND SELF-CONTROL	4.7		5	2				
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.9		6	1				
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.9		6	1				
6. SHOWS ENTHUSIASM FOR WORK	4.9		6	1				
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.9		6	1				
8. DEMONSTRATES PROFESSIONAL GROWTH	5.0		7					
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.9		6	1				
IB. PROCEDURAL AND RECORDKEEPING SKILLS	4.7		14	7				
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	4.6		4	3				
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	4.7		5	2				
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	4.7		5	2				
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.4		15	19				1
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.4		3	4				
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.3		2	4				1
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.4		3	4				
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.4		3	4				
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.6		4	3				
IIB. INSTRUCTIONAL SKILLS	4.5		39	44	1			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.4		3	4				
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.4		3	4				
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.4		3	4				
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.6		4	3				
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	4.6		4	3				
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.4		3	4				
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.4		3	4				
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.6		5	1	1			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	4.4		3	4				
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	4.4		3	4				
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	4.4		3	4				
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	4.3		2	5				
IIC. CLASSROOM MANAGEMENT SKILLS	4.3		23	29	4			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.1		2	4	1			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.3		3	3	1			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.3		3	3	1			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.3		3	3	1			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.3		2	5				
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.4		3	4				
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.4		3	4				
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	4.6		4	3				
III. STUDENT/TEACHER RELATIONSHIPS	4.6		36	26	1			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.6		4	3				
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.6		4	3				
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.6		4	3				
4. TREATS STUDENTS IMPARTIALLY	4.6		4	3				
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.6		4	3				
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.6		4	3				
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.6		4	3				
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.6		4	3				
9. [illegible] AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.4		4	2	1			

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COMPETENCIES BY RANK ORDER
FOR TEACHERS AT MATHEWS IN 1981-82
(NUMBER OF TEACHERS RATED = 007)                                    RATING
                                                                    ------
  IA8. DEMONSTRATES PROFESSIONAL GROWTH                              5.00
  IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS           4.86
  IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                         4.86
  IA6. SHOWS ENTHUSIASM FOR WORK                                     4.86
  IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                       4.86
  IA4. PRESENTS AN EFFECTIVE ROLE MODEL                              4.86
  IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                        4.71
  IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE         4.71
  IA3. EXHIBITS POISE AND SELF-CONTROL                               4.71
  IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS            4.71
  IA1. IS PUNCTUAL                                                   4.71
 III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP       4.57
 III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS          4.57
 III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST       4.57
 III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS         4.57
 III4. TREATS STUDENTS IMPARTIALLY                                   4.57
 III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                  4.57
 III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS           4.57
 III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                      4.57
 IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK       4.57
 IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING       4.57
 IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT               4.57
 IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT          4.57
 IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM        4.57
  IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                     4.57
 III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING       4.43
 IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                  4.43
 IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                     4.43
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY                4.43
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG        4.43
 IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                  4.43
 IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU        4.43
 IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM        4.43
 IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES         4.43
 IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES          4.43
 IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                   4.43
 IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION        4.43
 IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT          4.43
 IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                     4.43
 IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS             4.33
 IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                   4.29
 IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT              4.29
 IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST               4.29
 IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS         4.29
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS       4.29
 IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG       4.14
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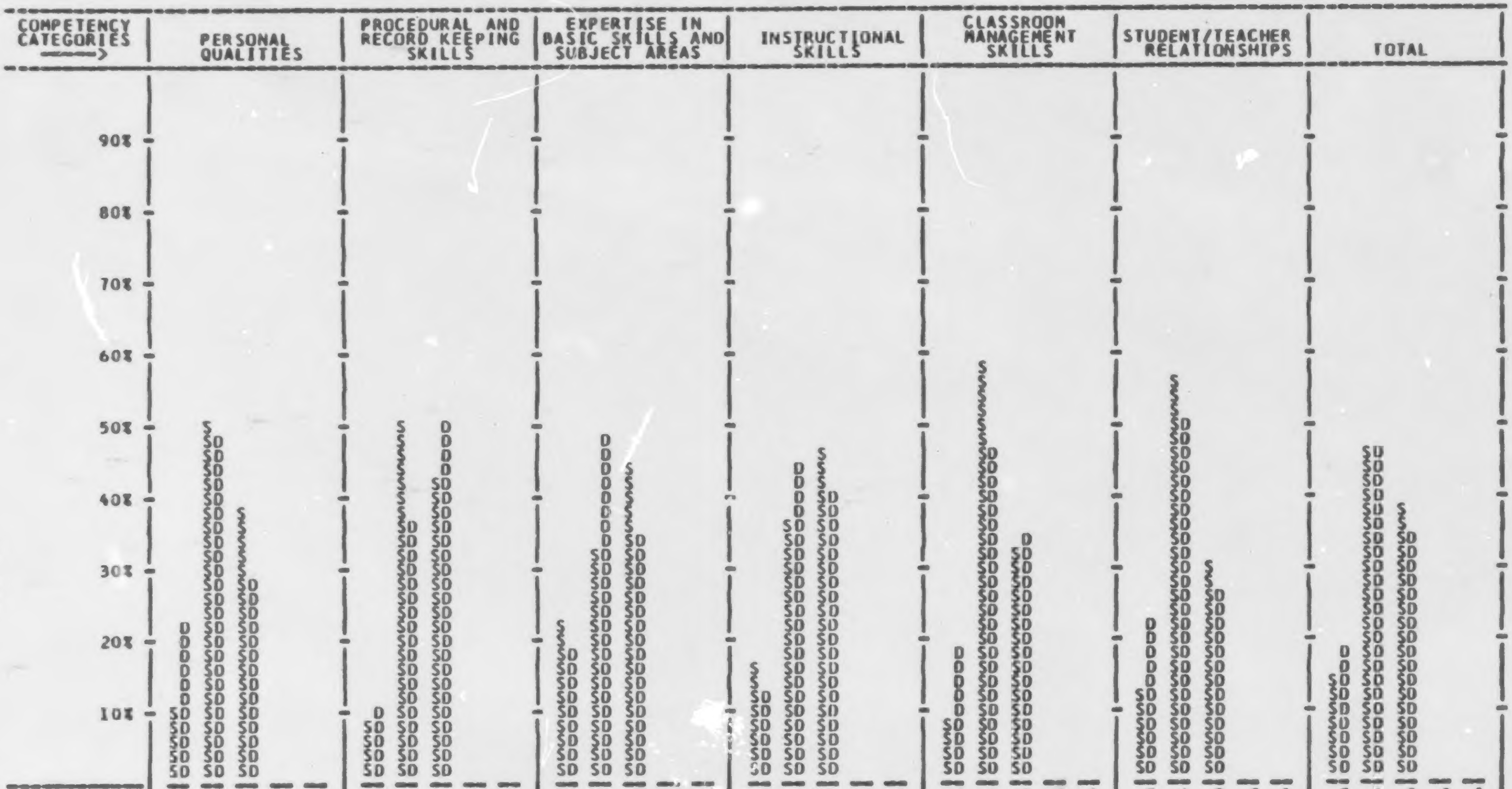
1981-82 SUMMARY OF TEACHER EVALUATIONS FOR MENCHACA (JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.



PERCENT OF RESPONSES:	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	23	49	28	0	0	11	37	51	1	0	18	48	34	0	0	13	45	41	1	0	18	47	34	1	0	22	50	26	1	0	18	47	34	1	0
SCHOOL:	11	50	39	0	0	8	50	42	0	0	23	33	45	0	0	17	36	47	0	0	9	58	33	0	0	13	57	31	0	0	14	47	39	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 008

81.71

W-155

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT MENCHACA IN 1981-82
(NUMBER OF TEACHERS RATED = 008)

81.71

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.7		8	36	28			
1. IS PUNCTUAL	3.9		2	3	3			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.6			5	3			
3. EXHIBITS POISE AND SELF-CONTROL	3.6			5	3			
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.6			5	3			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.8		1	4	3			
6. SHOWS ENTHUSIASM FOR WORK	3.8		2	2	4			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.6		1	3	4			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.4			3	5			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.3		2	6				
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.7		2	12	10			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.9		2	3	3			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.8			6	2			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.4			3	5			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.8		9	13	18			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.9		2	3	3			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.8		1	4	3			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.5		1	2	5			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.8		3		5			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.0		2	4	2			
IIB. INSTRUCTIONAL SKILLS	3.7		16	35	45			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.5		1	2	5			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.1		3	3	2			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.0		3	2	3			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.9		2	3	3			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.9		2	3	3			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.6		1	3	4			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.8		1	4	3			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.8		1	4	3			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.4			3	5			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.3			2	6			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.3			2	6			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	4.0		2	4	2			
IIC. CLASSROOM MANAGEMENT SKILLS	3.8		6	37	21			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.9		2	3	3			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.3		2	6				
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.9		1	5	2			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.9		1	5	2			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.6			5	3			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.5			4	4			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.5			4	4			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.6			5	3			
III. STUDENT/TEACHER RELATIONSHIPS	3.8		9	41	22			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.6			5	3			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.6			5	3			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.0		1	6	1			
4. TREATS STUDENTS IMPARTIALLY	4.0		1	6	1			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.0		1	6	1			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.9		2	3	3			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.9		2	3	3			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.8		1	4	3			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.6		1	3	4			

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COMPETENCIES BY RANK ORDER
FOR TEACHERS AT MENCHACA IN 1981-82
(NUMBER OF TEACHERS RATED = 008)

	RATING
IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.25
IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	4.25
IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.13
III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.00
III4. TREATS STUDENTS IMPARTIALLY	4.00
III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.00
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	4.00
IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	4.00
IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.00
III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.88
III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.88
IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.88
IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.88
IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.88
IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.88
IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.88
IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.88
IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.88
IA1. IS PUNCTUAL	3.88
III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	3.75
IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.75
IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.75
IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.75
IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.75
IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.75
IA6. SHOWS ENTHUSIASM FOR WORK	3.75
IA5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.75
III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.63
III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.63
III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.63
IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.63
IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.63
IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.63
IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.63
IA4. PRESENTS AN EFFECTIVE ROLE MODEL	3.63
IA3. EXHIBITS POISE AND SELF-CONTROL	3.63
IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.63
IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.50
IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.50
IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.50
IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.50
IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.38
IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.38
IA8. DEMONSTRATES PROFESSIONAL GROWTH	3.38
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.25
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.25

W-157

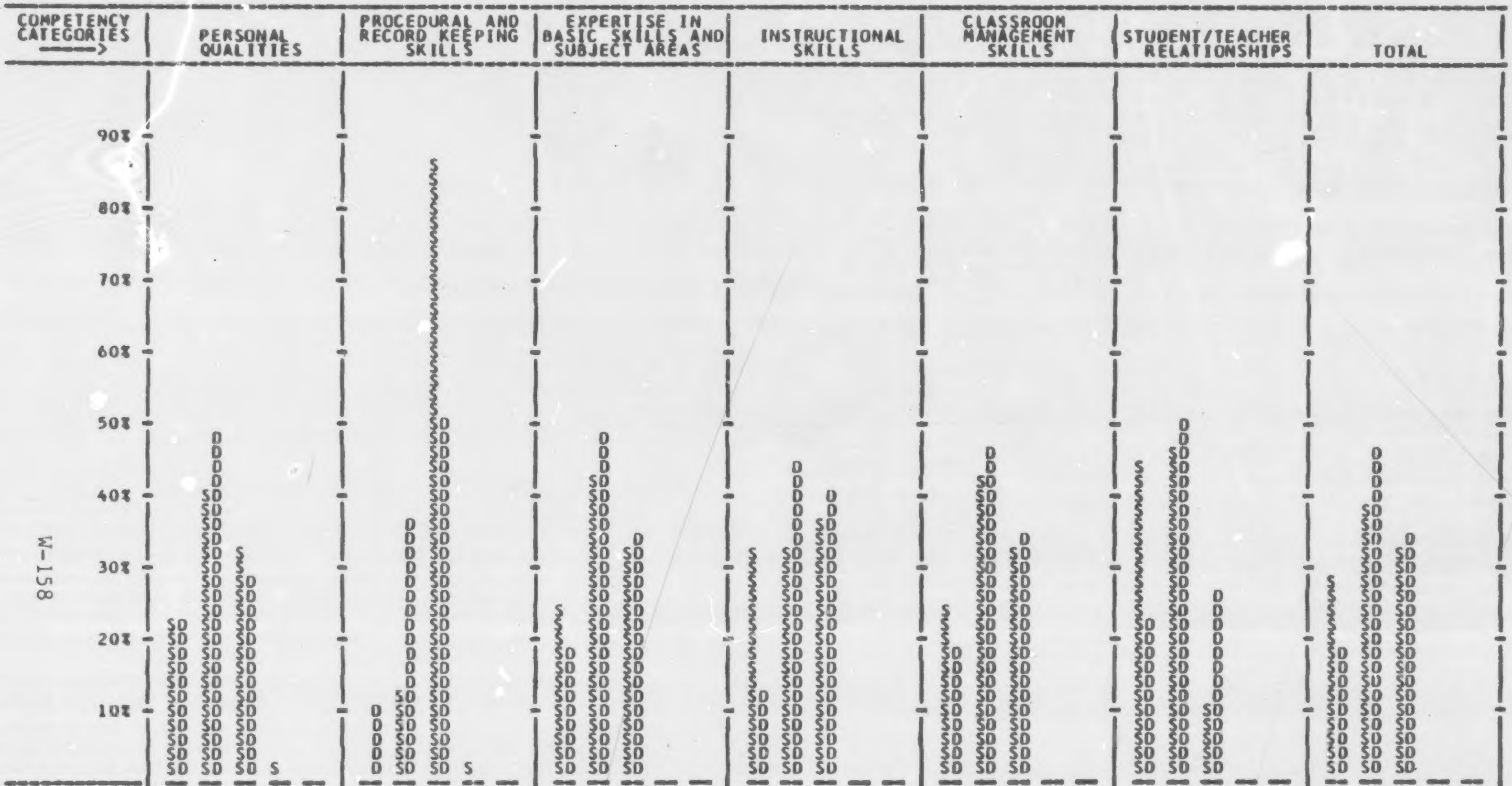
1981-82 SUMMARY OF TEACHER EVALUATIONS FOR METZ

(JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

81.71

W-158



PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	23	49	28	0	0	11	37	51	1	0	18	48	34	0	0	13	45	41	1	0	18	47	34	1	0	22	50	26	1	0	18	47	34	1	0
SCHOOL:	22	41	33	3	0	0	12	86	2	0	25	43	32	0	0	33	32	36	0	0	25	43	33	0	0	44	46	10	1	0	28	39	32	1	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 014

642

641

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT METZ IN 1981-82
(NUMBER OF TEACHERS RATED = 014)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.8		28	52	42	4		
1. IS PUNCTUAL	3.4		1	4	8	1		
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.0		4	6	4			
3. EXHIBITS POISE AND SELF-CONTROL	3.6		1	6	7			
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.8		1	10	2	1		
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.4			6	7	1		
6. SHOWS ENTHUSIASM FOR WORK	4.6		11		3			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.0		5	5	3	1		
8. DEMONSTRATES PROFESSIONAL GROWTH	3.9		2	8	4			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.9		3	7	4			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.1			5	36	1		
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.1			2	11	1		
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.1			2	12			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.1			1	13			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.9		17	29	22			2
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.0		4	6	4			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.7		1	6	5			2
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.1		5	6	3			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.1		6	4	4			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.6		1	7	6			
IIB. INSTRUCTIONAL SKILLS	4.0	39	42	41	46			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.1		4	8	2			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.9		3	6	5			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.2		7	3	4			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.9		4	5	5			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.1			2	12			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.2		6	5	3			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.0		4	6	4			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.2		8	1	5			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	4.1		6	4	4			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.0	12			2			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY		14						
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	4.0	13		1				
IIC. CLASSROOM MANAGEMENT SKILLS	3.9		27	47	36			2
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.4		5	9				
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.5			7	7			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.5			7	7			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.6		1	6	7			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.3		6	6	2			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.3		7	4	3			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.1		6	4	4			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.7		2	4	6			2
III. STUDENT/TEACHER RELATIONSHIPS	4.3		54	57	12	1		2
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.5		8	5	1			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.3		5	8	1			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.2		3	11				
4. TREATS STUDENTS IMPARTIALLY	4.3		5	8	1			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.5		7	7				
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.2		7	4	2	1		
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.4		9	2	3			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.4		6	7	1			
9. [illegible] AR [illegible] THE [illegible] IND [illegible] AL [illegible] ING	[illegible]		[illegible]	5	3			2

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81.71

COMPETENCIES BY RANK ORDER
FOR TEACHERS AT METZ IN 1981-82
(NUMBER OF TEACHERS RATED = 014)

		RATING
IA6.	SHOWS ENTHUSIASM FOR WORK	4.57
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.50
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.50
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.43
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	4.43
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	4.36
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.36
III4.	TREATS STUDENTS IMPARTIALLY	4.29
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.29
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.29
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.29
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.21
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.21
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.21
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.21
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	4.21
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.14
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	4.14
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.14
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.14
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.14
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.08
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	4.00
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.00
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.00
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.00
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.00
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.93
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	3.93
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.86
IA3.	DEMONSTRATES PROFESSIONAL GROWTH	3.86
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	3.79
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.67
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.67
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.64
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.57
IA8.	EXHIBITS POISE AND SELF-CONTROL	3.57
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.50
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.50
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	3.36
IA1.	IS PUNCTUAL	3.36
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.14
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.14
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.07
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.07
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.00

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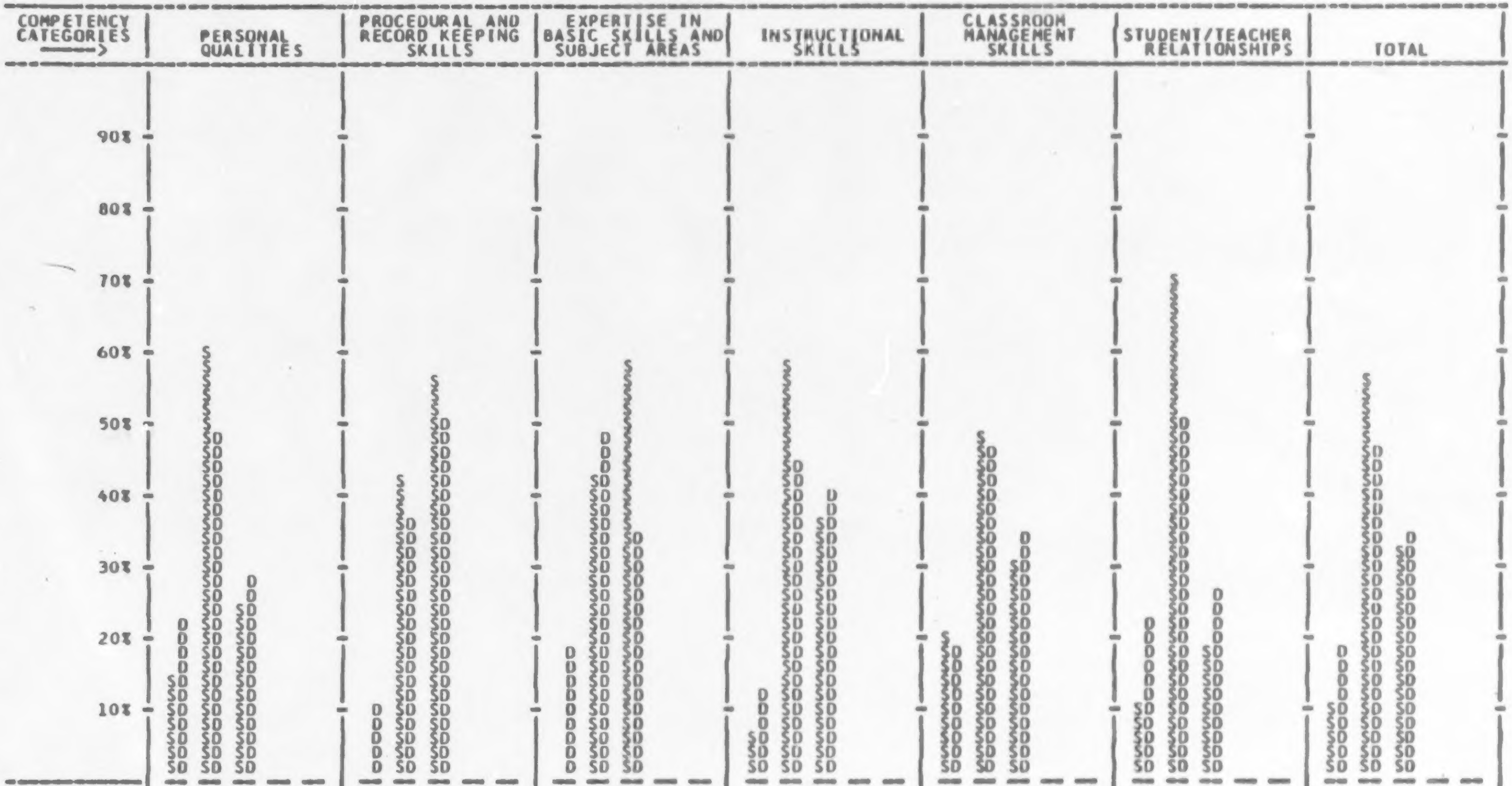
1981-82 SUMMARY OF TEACHER EVALUATIONS FOR NORMAN

(JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.



PERCENT OF RESPONSES:	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	23	49	28	0	0	11	37	51	1	0	18	48	34	0	0	13	45	41	1	0	18	47	34	1	0	22	50	26	1	0	18	47	34	1	0
SCHOOL:	14	60	25	0	0	0	43	57	0	0	0	42	58	0	0	6	58	36	0	0	20	49	31	0	0	11	71	18	0	0	10	57	33	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 007

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT NORMAN IN 1981-82
(NUMBER OF TEACHERS RATED = 007)

81.71

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	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.9		9	38	16			
1. IS PUNCTUAL	3.6		1	2	4			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.1		2	4	1			
3. EXHIBITS POISE AND SELF-CONTROL	3.9			6	1			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.3		3	3	1			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.6			4	3			
6. SHOWS ENTHUSIASM FOR WORK	3.9		1	4	2			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.0		1	5	1			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.9			6	1			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.9		1	4	2			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.4			9	12			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.4			3	4			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.1			1	6			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.7			5	2			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.4			14	19			2
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.6			4	3			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.2			1	5			1
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.7			5	2			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.4			3	4			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.2			1	5			1
IIB. INSTRUCTIONAL SKILLS	3.7		5	49	30			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.7			5	2			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.0		1	5	1			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.7		1	3	3			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.6			4	3			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.4			3	4			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.1		3	2	2			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.0			7				
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.6			4	3			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.4			3	4			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.4			3	4			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.7			5	2			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.7			5	2			
IIC. CLASSROOM MANAGEMENT SKILLS	3.9		11	27	17			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.3		2	5				
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.3		2	5				
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.3		2	5				
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.7			5	2			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.4		1	1	5			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.6		1	2	4			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.0		2	3	2			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.5		1	1	4			
III. STUDENT/TEACHER RELATIONSHIPS	3.9		7	44	11			1
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.9			6	1			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.1		1	6				
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.1		2	4	1			
4. TREATS STUDENTS IMPARTIALLY	3.9			6	1			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.4			3	4			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.0		1	5	1			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.3		2	5				
8. RESPECTS PTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.0		1	5	1			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.7			4	2			1

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COMPETENCIES BY RANK ORDER
FOR TEACHERS AT NORMAN IN 1981-82
(NUMBER OF TEACHERS RATED = 007)                                    RATING
                                                                    ------
  III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS         4.29
  IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST              4.29
  IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS        4.29
  IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG      4.29
   IA4. PRESENTS AN EFFECTIVE ROLE MODEL                             4.29
  III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                 4.14
  III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS          4.14
  IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM       4.14
   IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS           4.14
  III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP      4.00
  III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST      4.00
  IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                 4.00
  IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU       4.00
  IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES          4.00
   IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                        4.00
  III4. TREATS STUDENTS IMPARTIALLY                                  3.86
  III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                     3.86
   IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS          3.86
   IA8. DEMONSTRATES PROFESSIONAL GROWTH                             3.86
   IA6. SHOWS ENTHUSIASM FOR WORK                                    3.86
   IA3. EXHIBITS POISE AND SELF-CONTROL                              3.86
  IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT             3.71
 IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS      3.71
 IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY               3.71
  IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES        3.71
  IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                  3.71
  IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT         3.71
   IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                       3.71
  III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING      3.67
  IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                    3.57
  IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING      3.57
  IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT         3.57
  IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                    3.57
   IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                      3.57
   IA1. IS PUNCTUAL                                                  3.57
  IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK      3.50
  III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS        3.43
  IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                  3.43
 IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG       3.43
  IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                 3.43
  IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT              3.43
  IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION       3.43
   IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                    3.43
  IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM       3.17
  IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS            3.17
   IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE        3.14
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1981-82 SUMMARY OF TEACHER EVALUATIONS FOR OAK HILL (JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

81.71

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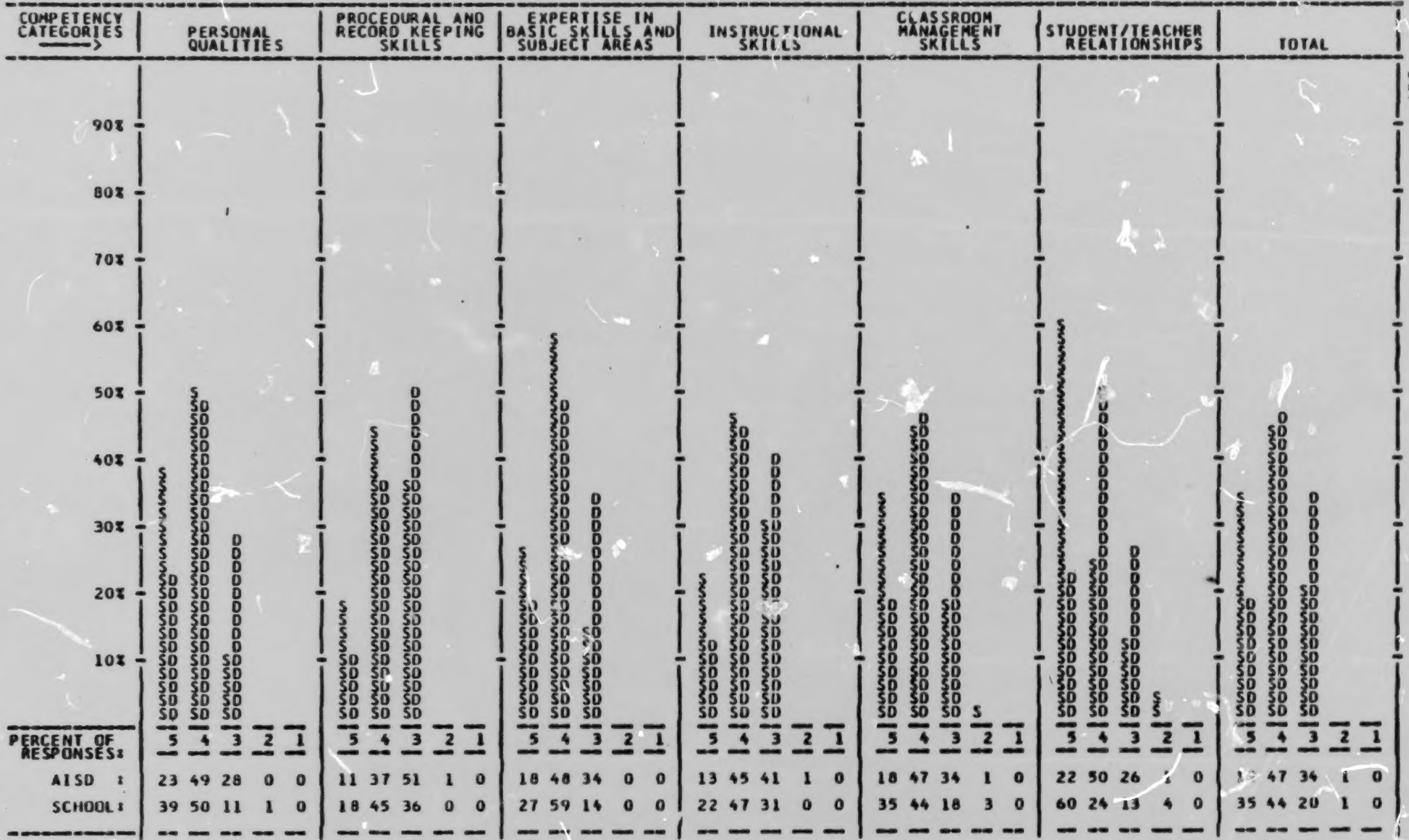

COMPETENCY CATEGORIES ——>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	23	49	28	0	0	11	37	51	1	0	18	48	34	0	0	13	45	41	1	0	18	47	34	1	0	22	50	26	1	0	[illegible]	47	34	1	0
SCHOOL:	39	50	11	1	0	18	45	36	0	0	27	59	14	0	0	22	47	31	0	0	35	44	18	3	0	60	24	13	4	0	35	44	20	1	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS;
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 022

652

651

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT OAK HILL IN 1981-82
(NUMBER OF TEACHERS RATED = 022)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.3		77	99	21	1		
1. IS PUNCTUAL	4.4		11	8	3			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.3		8	12	2			
3. EXHIBITS POISE AND SELF-CONTROL	4.3		9	11	2			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.3		8	12	2			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.2		7	13	2			
6. SHOWS ENTHUSIASM FOR WORK	4.4		9	12	1			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.4		9	12	1			
8. DEMONSTRATES PROFESSIONAL GROWTH	4.1		7	11	3	1		
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.2		9	8	5			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.8		12	30	24			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.9		5	9	8			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.8		4	10	8			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.8		3	11	8			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.1		30	65	15			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.2		8	11	3			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.1		7	11	4			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.2		5	16	1			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.1		5	14	3			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.0		5	13	4			
IIB. INSTRUCTIONAL SKILLS	3.9		57	125	82			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.9		4	12	6			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.9		3	14	5			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.2		8	10	4			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.0		5	13	4			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	4.1		4	16	2			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.1		7	11	4			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.0		4	13	5			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.0		7	9	6			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.7		3	9	10			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.6		4	6	12			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.6		4	6	12			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.6		4	6	12			
IIC. CLASSROOM MANAGEMENT SKILLS	4.1		62	78	31	5		
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.0		6	12	3	1		
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.3		9	11	1	1		
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.3		10	10	1	1		
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.1		8	10	3	1		
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.2		8	10	4			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.1		7	10	5			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.0		7	8	6	1		
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	4.0		7	7	8			
III. STUDENT/TEACHER RELATIONSHIPS	4.4		119	47	25	7		
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.4		14	4	3	1		
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.5		14	5	2	1		
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.4		13	5	3	1		
4. TREATS STUDENTS IMPARTIALLY	4.4		13	5	3	1		
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.4		13	5	3	1		
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.5		15	3	3	1		
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.4		12	6	4			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.4		12	7	3			
9. [illegible] A[illegible] THE[illegible] T[illegible]ILI[illegible] IND[illegible]UAL [illegible]NIN[illegible]	[illegible]		[illegible]3	7	1	1		

81.71

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653

654

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COMPETENCIES BY RANK ORDER
FOR TEACHERS AT OAK HILL IN 1981-82
(NUMBER OF TEACHERS RATED = 022)                                      RATING
                                                                      ------
 IIE9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING         4.45
 IIE6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST         4.45
 IIE2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS             4.45
 IIE8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP         4.41
 IIE1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                        4.41
 IIE7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS            4.36
 IIE5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS           4.36
 IIE4. TREATS STUDENTS IMPARTIALLY                                     4.36
 IIE3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                    4.36
  IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                           4.36
  IA6. SHOWS ENTHUSIASM FOR WORK                                       4.36
  IA1. IS PUNCTUAL                                                     4.36
 IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST                 4.32
  IA3. EXHIBITS POISE AND SELF-CONTROL                                 4.32
 IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS           4.27
  IA4. PRESENTS AN EFFECTIVE ROLE MODEL                                4.27
  IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS              4.27
 IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                       4.23
  IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                         4.23
 IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                     4.18
 IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES           4.18
 IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT            4.18
  IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS             4.18
 IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT                4.14
 IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM          4.14
 IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS               4.14
 IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                       4.09
 IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT                 4.09
 IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION          4.09
  IA8. DEMONSTRATES PROFESSIONAL GROWTH                                4.09
 IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG         4.05
 IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING         4.05
 IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT            4.05
 IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM          4.05
 IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK         3.95
 IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                    3.95
 IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU          3.95
 IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES            3.91
 IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                     3.91
  IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                       3.86
  IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE           3.82
  IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                          3.77
 IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                    3.68
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS         3.64
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY                  3.64
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG          3.64
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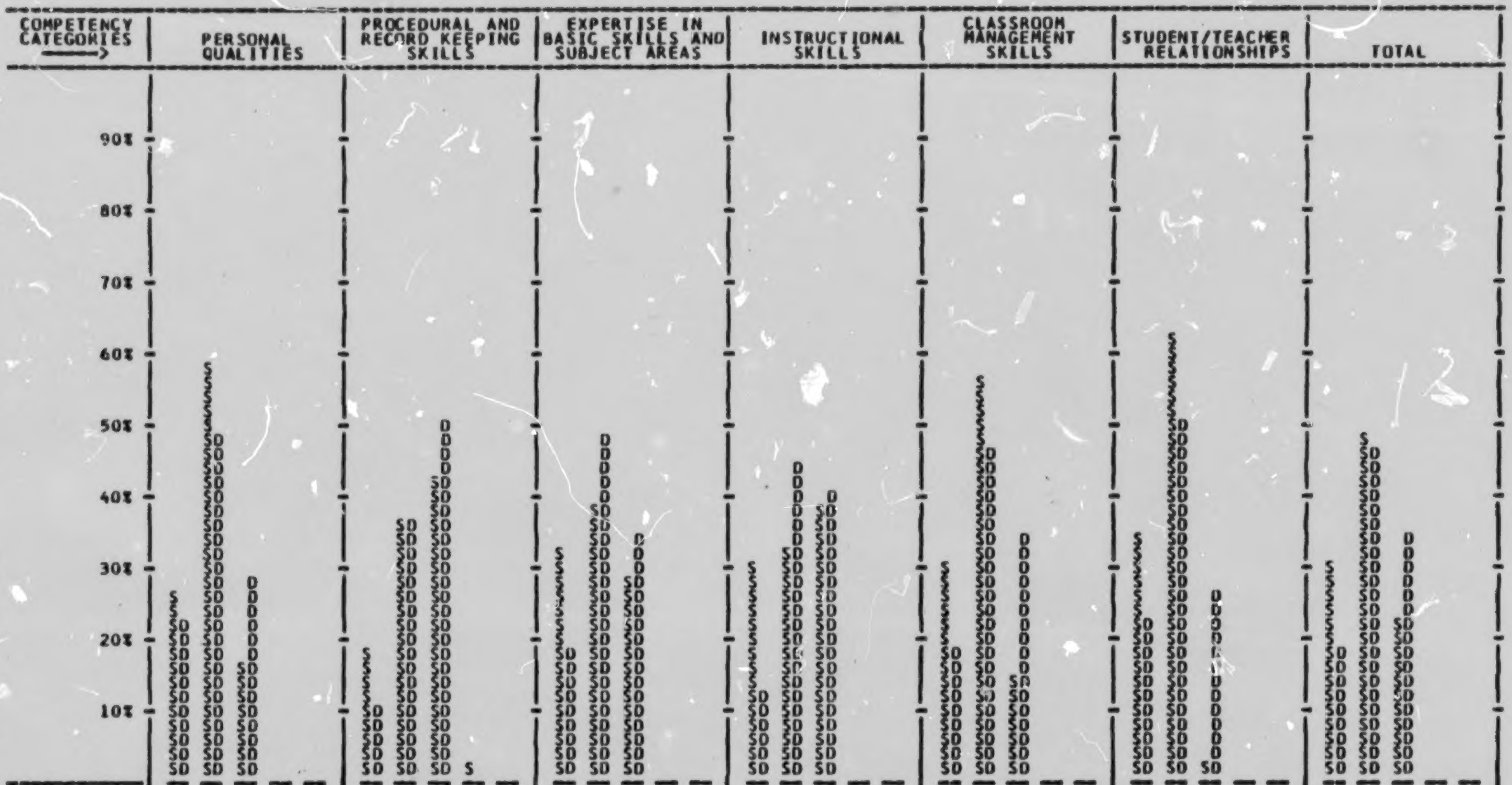
1981-82 SUMMARY OF TEACHER EVALUATIONS FOR OAK SPRINGS (JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.



COMPETENCY CATEGORIES	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	23	49	28	0	0	11	37	51	1	0	18	48	34	0	0	13	45	41	1	0	18	47	34	1	0	22	50	26	1	0	18	47	34	1	0
SCHOOL:	26	58	16	0	0	18	36	42	3	0	33	39	29	0	0	30	32	38	0	0	30	56	14	0	0	35	63	2	0	0	30	48	22	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 011

81.71

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SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT OAK SPRINGS IN 1981-82
(NUMBER OF TEACHERS RATED = 011)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.1		26	57	16			
1. IS PUNCTUAL	3.8		2	5	4			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.9		1	8	2			
3. EXHIBITS POISE AND SELF-CONTROL	4.2		2	9				
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.4		4	7				
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.3		4	6	1			
6. SHOWS ENTHUSIASM FOR WORK	4.1		4	4	3			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.3		3	8				
8. DEMONSTRATES PROFESSIONAL GROWTH	3.5		1	4	6			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.5		5	6				
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.7		6	12	14	1		
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.7		2	4	5			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.6		2	4	4	1		
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.7		2	4	5			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.0		16	19	14			6
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.1		3	6	2			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.8		2	1	3			5
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.0		4	3	4			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.1		4	4	3			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.1		3	5	2			1
IIB. INSTRUCTIONAL SKILLS	3.9		39	42	50			1
1. DIAGNOSES INDIVICUAL AND CLASS DIFFICULTIES	3.9		3	4	4			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.2		4	5	2			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.1		4	4	3			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.1		4	4	3			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.5		2	1	8			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.3		5	4	2			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.0		2	7	2			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.7		3	2	6			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	4.0		3	5	3			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.5		2	2	7			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	4.1		5	2	4			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.6		2	2	6			1
IIC. CLASSROOM MANAGEMENT SKILLS	4.2		24	45	11			8
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.6		7	4				
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.3		4	6	1			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.4		3	5				3
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.0		3	5	3			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.1		3	6	2			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.0		2	7	2			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.1		2	8	1			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.7			4	2			5
III. STUDENT/TEACHER RELATIONSHIPS	4.3		33	60	2			4
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.3		4	6	1			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.3		4	6	1			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.5		5	6				
4. TREATS STUDENTS IMPARTIALLY	4.4		4	7				
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.0			11				
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.5		5	6				
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.2		2	9				
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.5		5	6				
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.6		4	3				4

81.71

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COMPETENCIES BY RANK ORDER
FOR TEACHERS AT OAK SPRINGS IN 1981-82
(NUMBER OF TEACHERS RATED = 011)                                 RATING
                                                                 ------
 IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG    4.64
 III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING    4.57
 III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP    4.45
 III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST    4.45
 III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS               4.45
  IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS        4.45
 IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST            4.38
 III4. TREATS STUDENTS IMPARTIALLY                                4.36
  IA4. PRESENTS AN EFFECTIVE ROLE MODEL                           4.36
 III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS        4.27
 III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                   4.27
 IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS      4.27
 IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM     4.27
  IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                      4.27
  IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                    4.27
 III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS       4.18
 IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES       4.18
  IA3. EXHIBITS POISE AND SELF-CONTROL                            4.18
 IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM     4.10
 IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES               4.09
 IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                4.09
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY             4.09
 IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT       4.09
 IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES      4.09
 IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION     4.09
 IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                  4.09
  IA6. SHOWS ENTHUSIASM FOR WORK                                  4.09
 III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS      4.00
 IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                  4.00
 IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT           4.00
 IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES               4.00
 IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU     4.00
 IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT       4.00
 IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                3.91
  IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS         3.91
 IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS          3.83
  IA1. IS PUNCTUAL                                                3.82
 IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING    3.73
  IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                     3.73
  IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                  3.73
 IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK    3.67
  IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE      3.64
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS    3.60
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG     3.55
  IA8. DEMONSTRATES PROFESSIONAL GROWTH                           3.55
 IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT            3.45
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1981-82 SUMMARY OF TEACHER EVALUATIONS FOR ODOM (JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

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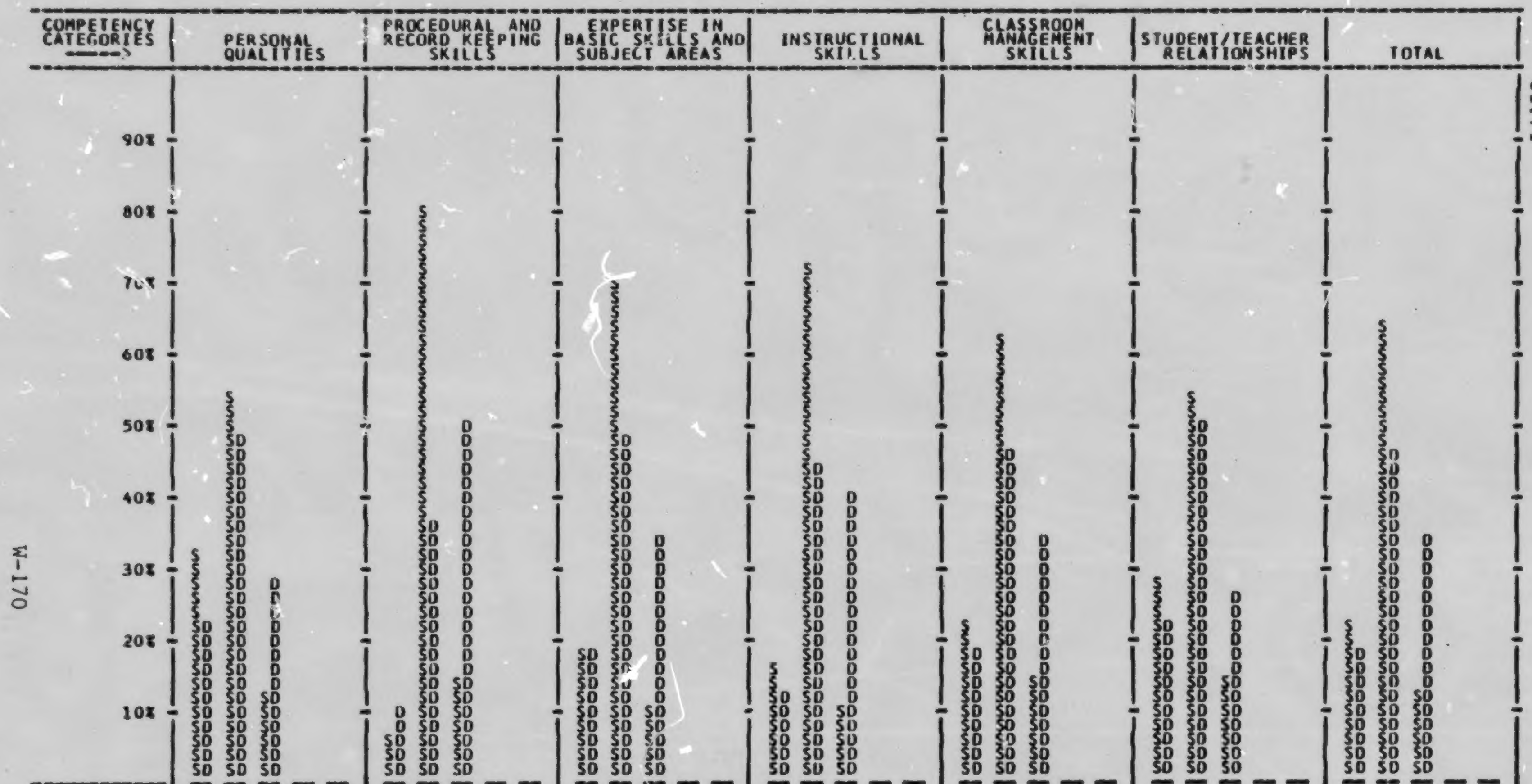


PERCENT OF RESPONSES:	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	23	49	28	0	0	11	37	51	1	0	18	48	34	0	0	13	45	41	1	0	18	47	34	1	0	22	50	2[illegible]	1	0	18	47	34	1	0
SCHOOL:	32	55	13	0	0	6	80	15	0	0	19	71	10	0	0	17	72	11	0	0	23	63	14	0	0	29	55	15	1	0	23	64	13	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS: TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 018

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT GOOM IN 1981-82
(NUMBER OF TEACHERS RATED = 018)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.2		51	88	21			
1. IS PUNCTUAL	4.3		5	10	1			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.3		6	11	1			
3. EXHIBITS POISE AND SELF-CONTROL	4.2		6	9	3			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.2		8	6	4			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.9		2	12	4			
6. SHOWS ENTHUSIASM FOR WORK	4.5		10	7	1			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.4		8	9	1			
8. DEMONSTRATES PROFESSIONAL GROWTH	4.1		3	14	1			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.9		3	10	5			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.9		3	43	8			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.9		1	15	2			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.8		1	13	4			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.9		1	15	2			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.1		17	63	9			1
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.2		4	13	1			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.0		2	13	2			1
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.3		7	10	1			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.0		2	14	2			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.9		2	13	3			
IIB. INSTRUCTIONAL SKILLS	4.1		36	155	24			1
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.9		1	14	3			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.1		3	13	2			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.4		10	6	2			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.4		8	9	1			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.9			16	2			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.2		5	12	1			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.1		4	12	2			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.0		3	12	3			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.9		1	14	2			1
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.9			16	2			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.9		1	15	2			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.9			16	2			
IIC. CLASSROOM MANAGEMENT SKILLS	4.1		33	89	20			2
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.4		9	7	2			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.3		6	11	1			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.2		6	9	3			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.9		2	12	3			1
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.1		4	11	3			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.8		1	13	4			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.1		3	13	2			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	4.0		2	13	2			1
III. STUDENT/TEACHER RELATIONSHIPS	4.1		47	89	24	2		
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.2		5	11	2			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.2		6	10	2			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.1		5	9	4			
4. TREATS STUDENTS IMPARTIALLY	4.0		4	10	4			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.1		4	11	3			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.8		1	14	2	1		
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.2		5	11	2			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.1		6	8	3	1		
9. [illegible] AR[illegible] THE [illegible] TO FACILITATE INDIVIDUAL LEARNING	[illegible]		11	5	2			

81.71

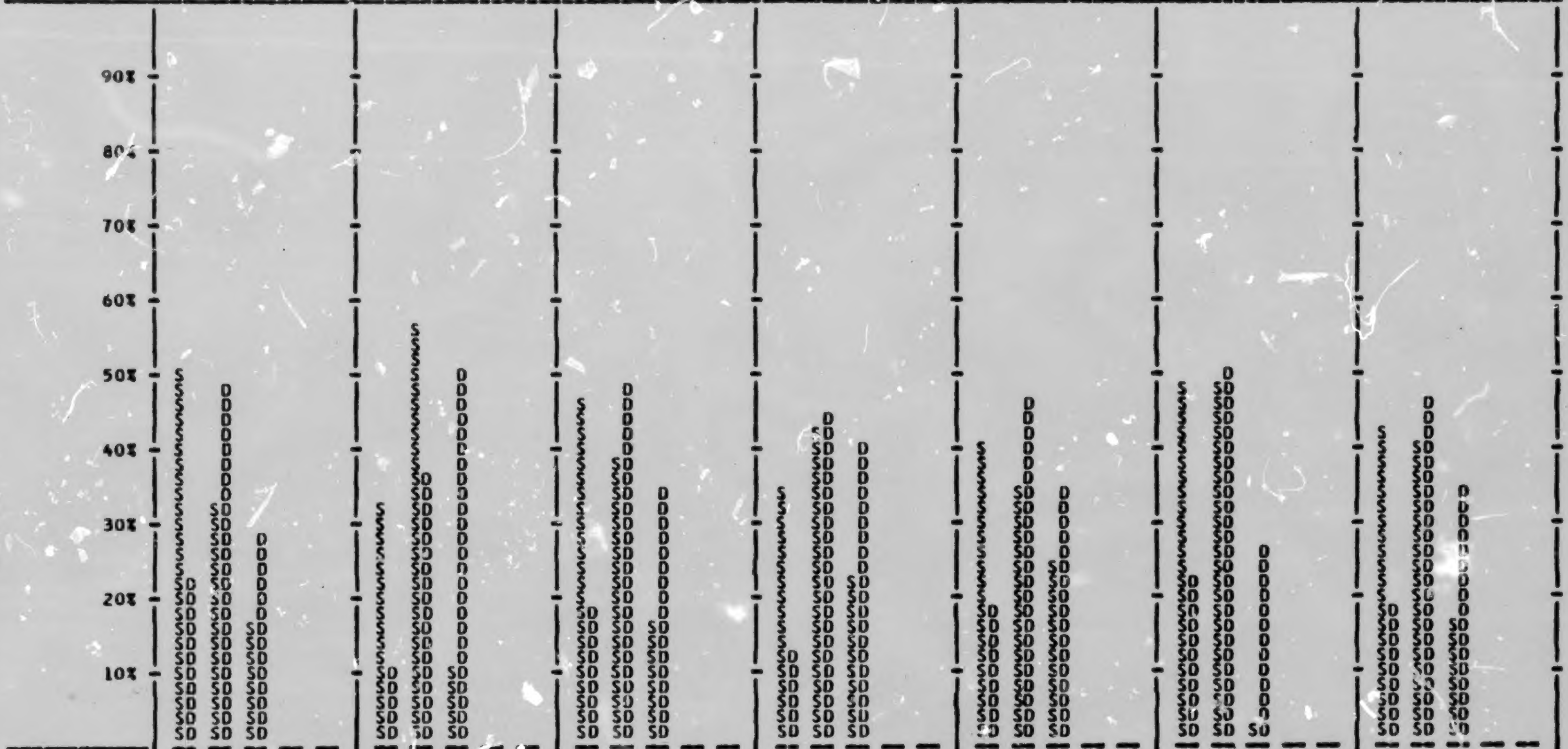
W-171

COMPETENCIES BY RANK ORDER
FOR TEACHERS AT CDOM IN 1981-82
(NUMBER OF TEACHERS RATED = 018)

		RATING
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.50
IA6.	SHOWS ENTHUSIASM FOR WORK	4.50
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	4.44
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.39
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.39
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.39
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.33
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.28
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.28
IA1.	IS PUNCTUAL	4.25
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.22
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.22
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	4.22
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.17
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.17
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.17
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.17
IA3.	EXHIBITS POISE AND SELF-CONTROL	4.17
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.11
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	4.11
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	4.06
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.06
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.06
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.06
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.06
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.06
III4.	TREATS STUDENTS IMPARTIALLY	4.00
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	4.00
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.00
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.00
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.00
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.94
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.94
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.94
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.94
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.94
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.94
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.89
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.89
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.89
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.89
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	3.89
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	3.89
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.83
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.83
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.83

1981-82 SUMMARY OF TEACHER EVALUATIONS FOR ORTEGA (JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.



COMPETENCY CATEGORIES ------>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	23	49	28	0	0	11	37	51	1	0	18	48	34	0	0	13	45	41	1	0	18	47	34	1	0	22	50	26	1	0	18	47	34	1	0
SCHOOL:	51	32	17	0	0	33	57	10	0	0	46	38	17	0	0	35	43	22	0	0	41	35	24	0	0	48	49	3	0	0	43	41	16	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 010

W-173

81.71

666

667

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT OP7EGA IN 1981-82
(NUMBER OF TEACHERS RATED = 010)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MININ ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.3		45	28	15			
1. IS PUNCTUAL	4.3		5	3	2			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.5		6	3	1			
3. EXHIBITS POISE AND SELF-CONTROL	4.3		4	5	1			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.5		6	3	1			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.2		4	3	2			
6. SHOWS ENTHUSIASM FOR WORK	4.1		4	2	3			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.3		5	3	2			
8. DEMONSTRATES PROFESSIONAL GROWTH	4.3		5	3	2			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.5		6	3	1			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	4.2		10	17	3			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	4.3		4	5	1			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	4.1		2	7	1			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	4.3		4	5	1			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.3		22	18	8			2
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.5		6	3	1			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.0		2	4	2			2
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.1		3	5	2			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.5		6	3	1			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.3		5	3	2			
IIB. INSTRUCTIONAL SKILLS	4.1		42	52	26			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.1		4	3	3			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.3		4	5	1			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.0		2	6	2			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.2		4	4	2			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	4.0		2	6	2			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.3		4	5	1			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.3		5	3	2			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.1		4	3	3			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.9		3	3	4			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	4.1		3	5	2			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	4.2		4	4	2			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	4.1		3	5	2			
IIC. CLASSROOM MANAGEMENT SKILLS	4.2		33	28	19			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.4		6	2	2			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.2		4	4	2			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.2		5	2	3			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.2		3	6	1			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.1		3	5	2			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.9		3	3	4			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.4		6	2	2			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	4.0		3	4	3			
III. STUDENT/TEACHER RELATIONSHIPS	4.4		43	44	3			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.5		5	5				
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.4		4	6				
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.6		6	4				
4. TREATS STUDENTS IMPARTIALLY	4.5		6	3	1			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.6		6	4				
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.3		3	7				
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.4		5	4	1			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.4		5	4	1			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.3		3	7				

81.71

W-174

665

COMPETENCIES BY RANK ORDER
FOR TEACHERS AT ORTEGA IN 1981-82
(NUMBER OF TEACHERS RATED = 010)

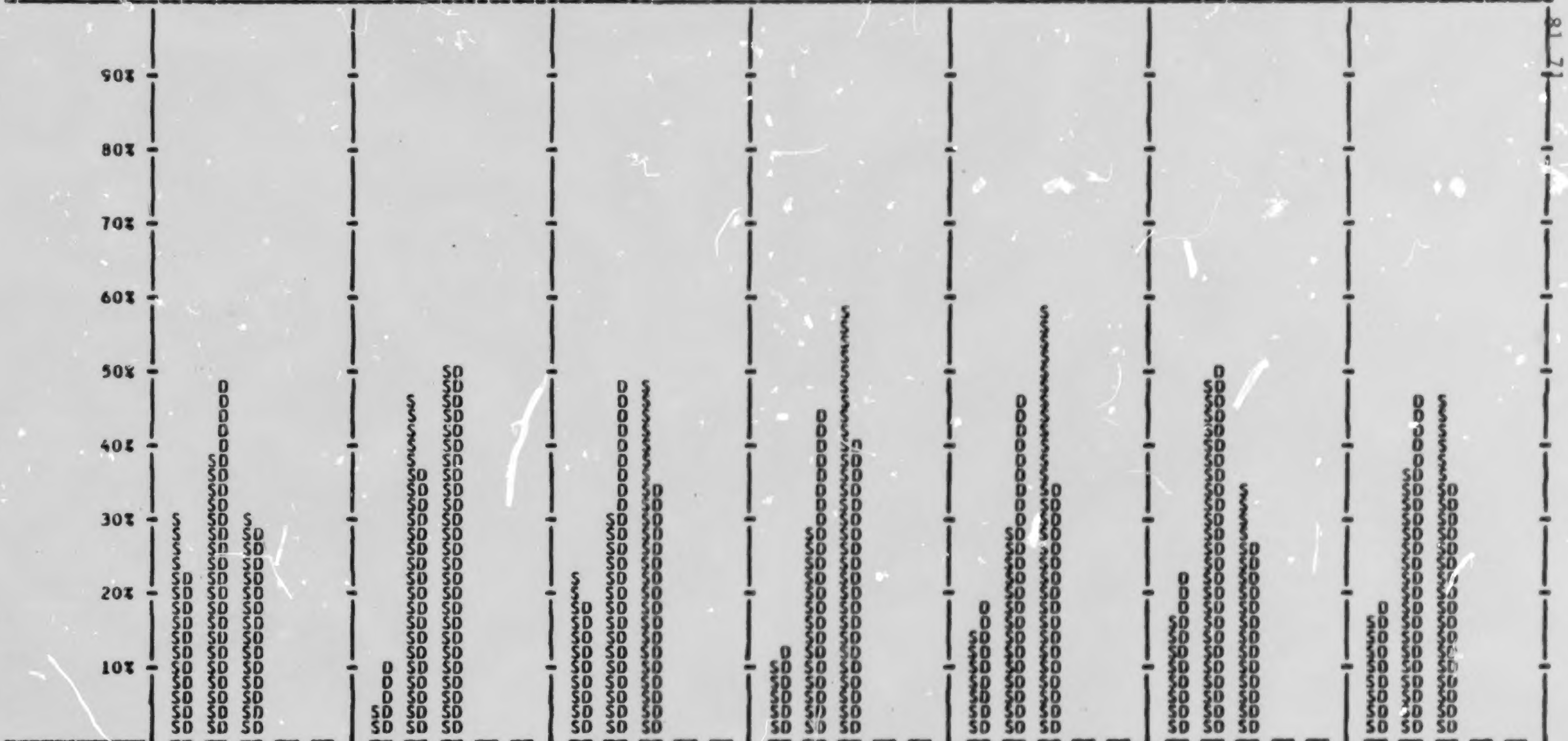
		RATING
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.60
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.60
III4.	TREATS STUDENTS IMPARTIALLY	4.50
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.50
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.50
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.50
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	4.50
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	4.50
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.50
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	4.40
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.40
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.40
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.40
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.40
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.30
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.30
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.30
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.30
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.30
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.30
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	4.30
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	4.30
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	4.30
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.30
IA3.	EXHIBITS POISE AND SELF-CONTROL	4.30
IA1.	IS PUNCTUAL	4.30
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	4.22
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.20
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.20
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.20
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	4.20
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.20
IA6.	SHOWS ENTHUSIASM FOR WORK	4.11
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.10
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	4.10
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	4.10
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.10
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.10
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.10
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	4.10
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	4.00
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	4.00
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	4.00
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.00
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.90
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.90

W-175

1981-82 SUMMARY OF TEACHER EVALUATIONS FOR PEASE

(JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.



COMPETENCY CATEGORIES ——>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	23	49	28	0	0	11	37	51	1	0	18	48	34	0	0	13	45	41	1	0	18	47	34	1	0	22	50	26	1	0	18	47	34	1	0
SCHOOL:	31	39	31	0	0	4	46	50	0	0	23	30	48	0	0	11	29	59	0	0	14	28	58	0	0	17	49	35	0	0	17	36	47	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS: TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 008

W-176

671

672

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT PEASE IN 1981-82
(NUMBER OF TEACHERS RATED = 008)

81.71

W-177

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.0		22	28	22			
1. IS PUNCTUAL	4.9		7	1				
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.0		3	2	3			
3. EXHIBITS POISE AND SELF-CONTROL	4.1		2	5	1			
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.9		2	3	3			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.8		2	2	4			
6. SHOWS ENTHUSIASM FOR WORK	3.6		1	3	4			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.1		2	5	1			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.6		1	3	4			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.0		2	4	2			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.5		1	11	12			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	4.0		1	6	1			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.3			2	6			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.4			3	5			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.8		9	12	19			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.6		1	3	4			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.6		1	3	4			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.6		2	1	5			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.8		2	2	4			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.1		3	3	2			
IIB. INSTRUCTIONAL SKILLS	3.5		11	28	57			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.3			2	6			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.5		1	2	5			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.6		2	1	5			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.9		2	3	3			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.9		2	3	3			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.8		1	4	3			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.8		1	4	3			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.4		1	1	6			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.4		1	1	6			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.3			2	6			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.4			3	5			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.3			2	6			
IIC. CLASSROOM MANAGEMENT SKILLS	3.6		9	18	37			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.8		3		5			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.8		2	2	4			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.5			4	4			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.9			7	1			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.4		1	1	6			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.4		1	1	6			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.6		1	3	4			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.3		1		7			
III. STUDENT/TEACHER RELATIONSHIPS	3.8		12	35	25			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.5		1	2	5			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.6		1	3	4			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.0		1	6	1			
4. TREATS STUDENTS IMPARTIALLY	4.3		3	4	1			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.3		3	4	1			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.8		2	2	4			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.4			3	5			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.1		1	7				
9. [illegible] AP[illegible] THE [illegible] TO [illegible]ILIT[illegible] IND[illegible]UAL [illegible]NING	[illegible]			4	4			

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COMPETENCIES BY RANK ORDER
FOR TEACHERS AT PEASE IN 1981-82
(NUMBER OF TEACHERS RATED = 008)                                        RATING
                                                                        ------
  IA1. IS PUNCTUAL                                                       4.88
 III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS             4.25
 III4. TREATS STUDENTS IMPARTIALLY                                       4.25
 III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP           4.13
 IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM            4.13
  IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                             4.13
  IA3. EXHIBITS POISE AND SELF-CONTROL                                   4.13
 III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                      4.00
  IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                         4.00
  IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS               4.00
  IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS                4.00
 IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT                  3.88
 IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT                   3.88
 IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT              3.88
  IA4. PRESENTS AN EFFECTIVE ROLE MODEL                                  3.88
 III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST           3.75
 IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS             3.75
 IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG           3.75
 IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU            3.75
 IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM            3.75
 IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION            3.75
  IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                           3.75
 III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS               3.63
 IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                      3.63
 IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES             3.63
 IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT              3.63
 IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS                 3.63
 IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                         3.63
  IA8. DEMONSTRATES PROFESSIONAL GROWTH                                  3.63
  IA6. SHOWS ENTHUSIASM FOR WORK                                         3.63
 III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING           3.50
 III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                          3.50
 IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST                   3.50
 IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES              3.50
 III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS              3.38
 IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                         3.38
 IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                       3.38
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY                    3.38
 IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                      3.38
 IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING           3.38
  IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                            3.38
 IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK           3.25
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS           3.25
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG            3.25
 IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                       3.25
  IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE             3.25
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1981-82 SUMMARY OF TEACHER EVALUATIONS FOR PECAN SPRINGS (JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

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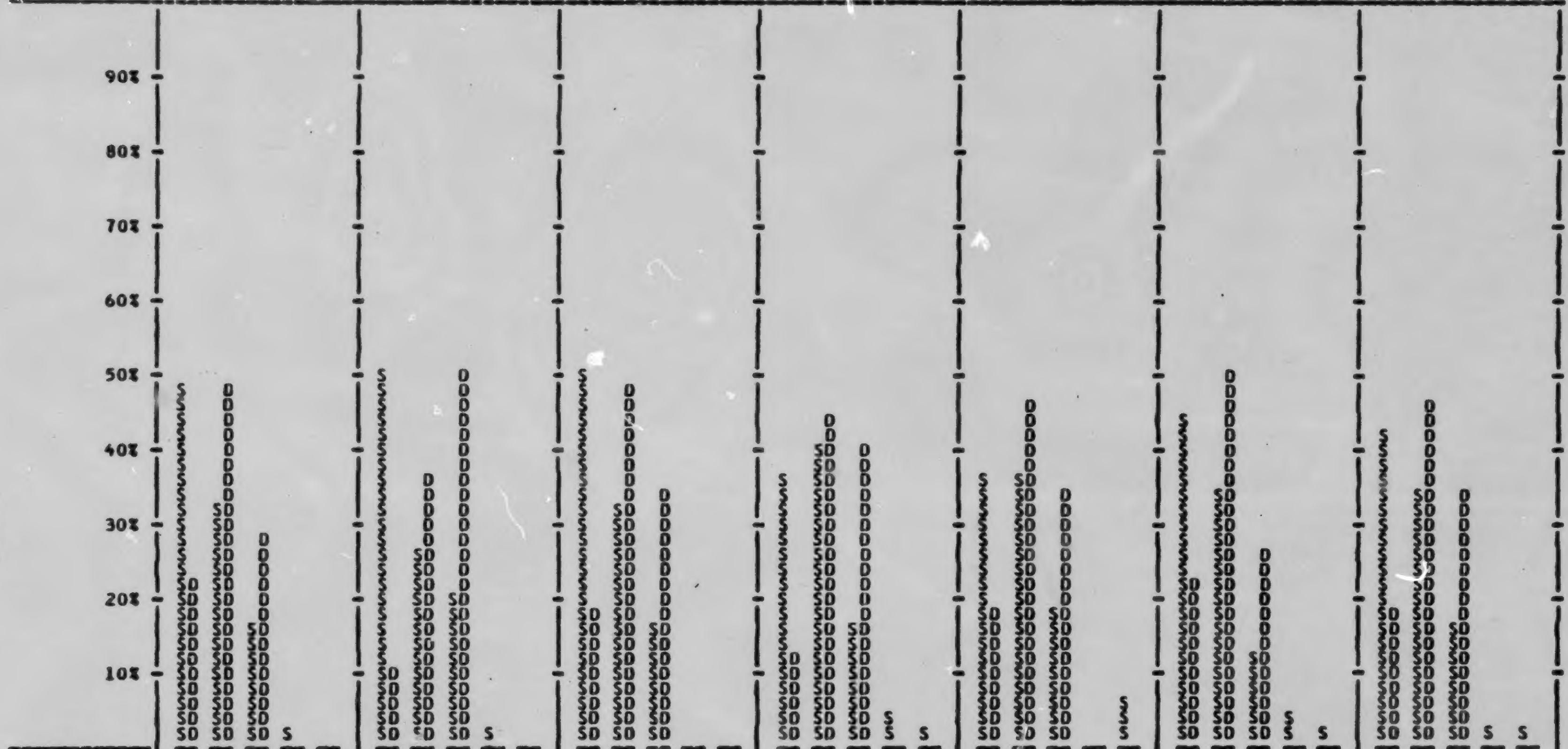

COMPETENCY CATEGORIES ----->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	23	49	28	0	0	11	37	51	1	0	18	48	34	0	0	13	45	41	1	0	18	47	34	1	0	22	50	26	1	0	18	47	34	1	0
SCHOOL:	49	33	16	2	0	50	27	20	3	0	51	33	16	0	0	36	41	16	5	3	36	36	19	1	6	45	34	13	5	3	43	35	16	3	2

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 010

677

676

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT PECAN SPRINGS IN 1981-82
(NUMBER OF TEACHERS RATED = 010)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.3		44	29	14	2		
1. IS PUNCTUAL	4.2		5	2	3			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.3		4	5	1			
3. EXHIBITS POISE AND SELF-CONTROL	4.1		4	4	1	1		
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.4		5	4	1			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.4		5	4	1			
6. SHOWS ENTHUSIASM FOR WORK	4.5		6	3	1			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.4		5	4	1			
8. DEMONSTRATES PROFESSIONAL GROWTH	4.2		6	1	2	1		
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.1		4	2	3			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	4.2		15	8	6	1		
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	4.1		4	3	3			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	4.2		5	2	3			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	4.4		6	3		1		
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.3		25	16	8			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.5		6	3	1			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.4		5	4	1			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.3		5	3	2			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.2		5	2	3			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.3		4	4	1			
IIB. INSTRUCTIONAL SKILLS	4.0	3	40	45	18	5	3	
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.2		5	2	1	1		
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.3		5	3		1		
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.1		4	4	1	1		
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.1		4	4	1	1		
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.7		1	4	4			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.9		3	5	1		1	
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.9		3	5	1		1	
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.9		4	3	2		1	
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.9		1	7		1		
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.9	1	2	3	3			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	4.0	1	3	2	3			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	4.4	1	5	3	1			
IIC. CLASSROOM MANAGEMENT SKILLS	3.9		28	28	15	1	5	
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.9		3	4	1		1	
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.2		3	5	1			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.5		3	1	5		1	
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.0		3	4	3			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.0		4	3	2	1		
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.9		4	3	2		1	
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.3		6	3			1	
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.8		2	5	1		1	
III. STUDENT/TEACHER RELATIONSHIPS	4.1		40	30	11	4	3	
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.0		5	2	2		1	
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.7		2	5	2		1	
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.1		5	3	1		1	
4. TREATS STUDENTS IMPARTIALLY	4.2		5	3	1	1		
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.5		6	3	1			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.2		4	5		1		
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.2		5	3	1	1		
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.3		4	3		1		
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.1		4	3	3			

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COMPETENCIES BY RANK ORDER
FOR TEACHERS AT PECAN SPRINGS IN 1981-82
(NUMBER OF TEACHERS RATED = 010)                                    RATING
                                                                    ------
 IIE5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS         4.50
 IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                     4.50
  IA6. SHOWS ENTHUSIASM FOR WORK                                     4.50
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS       4.44
 IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS             4.40
  IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                        4.40
  IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                         4.40
  IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                       4.40
  IA4. PRESENTS AN EFFECTIVE ROLE MODEL                              4.40
 IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES          4.33
 IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM        4.33
 IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                  4.30
 IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT          4.30
  IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS            4.30
 IIE8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP       4.25
 IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS         4.22
 IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                   4.22
 IIE7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS          4.20
 IIE6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST       4.20
 IIE4. TREATS STUDENTS IMPARTIALLY                                   4.20
 IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION        4.20
  IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE         4.20
  IA8. DEMONSTRATES PROFESSIONAL GROWTH                              4.20
  IA1. IS PUNCTUAL                                                   4.20
  IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS           4.11
 IIE9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING       4.10
 IIE3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                  4.10
 IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT          4.10
 IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES         4.10
  IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                     4.10
  IA3. EXHIBITS POISE AND SELF-CONTROL                               4.10
 IIE1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                      4.00
 IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                   4.00
 IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT              4.00
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY                4.00
 IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                     3.90
 IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING       3.90
 IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU        3.90
 IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM        3.90
 IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG       3.89
 IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                  3.89
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG        3.88
 IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK       3.78
 IIE2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS           3.70
 IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT               3.67
 IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST               3.50
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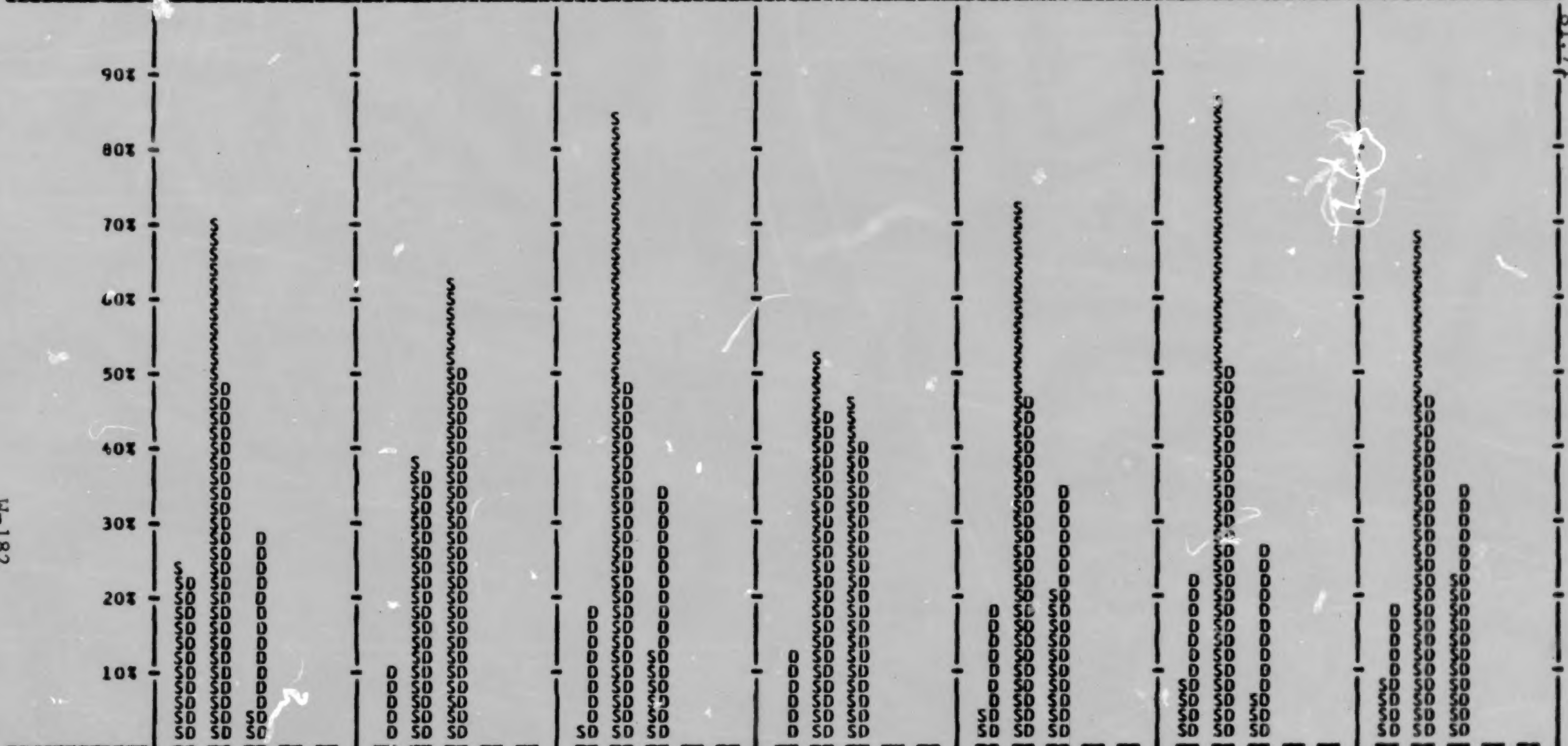
1981-82 SUMMARY OF TEACHER EVALUATIONS FOR PILLOW (JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.



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COMPETENCY CATEGORIES ——>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	23	49	28	0	0	11	37	51	1	0	18	48	34	0	0	13	45	41	1	0	18	47	34	1	0	22	50	26	1	0	18	47	34	1	0
SCHOOL:	25	70	5	0	0	0	38	62	0	0	3	85	12	0	0	1	52	46	0	0	5	73	21	0	0	8	86	6	0	0	8	68	23	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS: TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 007

682

681

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT PILLOW IN 1981-82
(NUMBER OF TEACHERS RATED = 007)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.2		16	44	3			
1. IS PUNCTUAL	4.0		2	3	2			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.3		2	5				
3. EXHIBITS POISE AND SELF-CONTROL	4.3		2	5				
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.1		2	4	1			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.1		1	6				
6. SHOWS ENTHUSIASM FOR WORK	4.6		4	3				
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.3		2	5				
8. DEMONSTRATES PROFESSIONAL GROWTH	4.0			7				
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.1		1	6				
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.4			8	13			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.3			2	5			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.1			1	6			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.7			5	2			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.9		1	28	4			2
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.0			6				1
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.8			5	1			1
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.0		1	5	1			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.0			7				
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.7			5	2			
IIB. INSTRUCTIONAL SKILLS	3.5		1	44	39			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.6			4	3			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.1			1	6			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.9			6	1			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.7			5	2			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.1			1	6			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.7			5	2			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.9			6	1			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.9		1	4	2			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.9			6	1			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.1			1	6			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.1			1	6			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.6			4	3			
IIC. CLASSROOM MANAGEMENT SKILLS	3.8		3	41	12			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.0		1	5	1			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.0			7				
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.9			6	1			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.4			3	4			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.9			6	1			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.0		2	3	2			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.0			7				
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.6			4	3			
III. STUDENT/TEACHER RELATIONSHIPS	4.0		5	54	4			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.3		2	5				
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.7			5	2			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.0			7				
4. TREATS STUDENTS IMPARTIALLY	4.3		2	5				
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.9			6	1			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.0			7				
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.0			7				
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.1		1	6				
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	[illegible]			6	1			

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683

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COMPETENCIES BY RANK ORDER
FOR TEACHERS AT PILLOW IN 1981-82
(NUMBER OF TEACHERS RATED = 007)                                  RATING
                                                                  ------
  IA6. SHOWS ENTHUSIASM FOR WORK                                   4.57
 III4. TREATS STUDENTS IMPARTIALLY                                 4.29
 III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                    4.29
  IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                       4.29
  IA3. EXHIBITS POISE AND SELF-CONTROL                             4.29
  IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS          4.29
 III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP     4.14
  IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS         4.14
  IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                     4.14
  IA4. PRESENTS AN EFFECTIVE ROLE MODEL                            4.14
 III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS        4.00
 III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST     4.00
 III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                4.00
 IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                4.00
 IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                   4.00
 IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS       4.00
 IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG     4.00
 IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION      4.00
 IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT        4.00
 IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                   4.00
  IA8. DEMONSTRATES PROFESSIONAL GROWTH                            4.00
  IA1. IS PUNCTUAL                                                 4.00
 III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING     3.86
 III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS       3.86
 IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                 3.86
 IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST             3.86
 IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                3.86
 IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING     3.86
 IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU      3.86
 IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES       3.86
 IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS           3.83
 III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS         3.71
 IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM      3.71
 IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT        3.71
 IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM      3.71
  IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                      3.71
 IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK     3.57
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS     3.57
 IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                 3.57
 IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT            3.43
  IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                   3.29
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY              3.14
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG      3.14
 IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT             3.14
 IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES        3.14
  IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE       3.14
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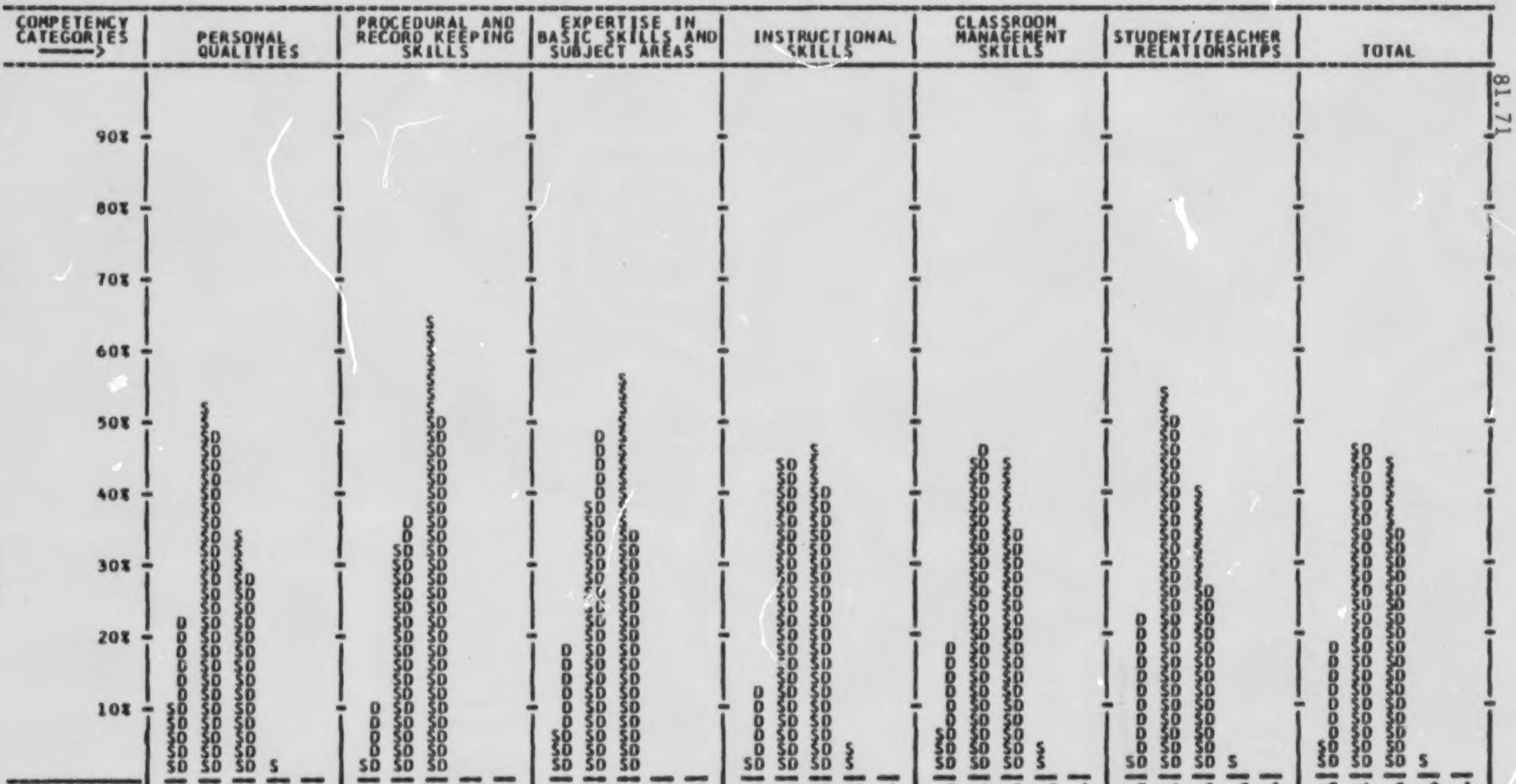
1981-82 SUMMARY OF TEACHER EVALUATIONS FOR PLEASANT HILL (JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.



81.71

W-185

COMPETENCY CATEGORIES ———>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	23	49	28	0	0	11	37	51	1	0	18	48	34	0	0	13	45	41	1	0	18	47	34	1	0	22	50	26	1	0	18	47	34	1	0
SCHOOL:	10	52	35	3	0	3	33	64	0	0	6	38	56	0	0	3	45	47	4	0	7	45	44	4	0	3	54	40	3	0	5	47	45	3	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 013

687

686

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT PLEASANT HILL IN 1981-82
(NUMBER OF TEACHERS RATED = 013)

81.71

W-186

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.7		12	61	41	3		
1. IS PUNCTUAL	4.2		3	9	1			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.8		1	8	4			
3. EXHIBITS POISE AND SELF-CONTROL	3.5			8	4	1		
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.8		1	8	4			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.4		1	3	9			
6. SHOWS ENTHUSIASM FOR WORK	3.7		2	6	4	1		
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.7		1	8	3	1		
8. DEMONSTRATES PROFESSIONAL GROWTH	3.5		1	5	7			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.8		2	6	5			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.4		1	13	25			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.5			7	6			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.4		1	3	9			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.2			3	10			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.5		4	24	36			1
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.4			5	8			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.3			3	9			1
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.7		3	3	7			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.4			5	8			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.8		1	8	4			
IIB. INSTRUCTIONAL SKILLS	3.5		5	70	74	7		
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.5			7	6			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.6			9	3	1		
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.7		1	8	3	1		
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.8			10	3			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.6			9	3	1		
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.5			8	3	2		
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.8		2	6	5			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.2		1	2	9	1		
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.2		1	1	11			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.2			3	9	1		
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.2			3	10			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.3			4	9			
IIC. CLASSROOM MANAGEMENT SKILLS	3.5		7	47	46	4		
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.9		3	7	2	1		
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.7		1	8	3	1		
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.8		2	6	5			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.5			6	7			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.5			7	6			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.3			4	9			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.5			8	4	1		
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.2		1	1	10	1		
III. STUDENT/TEACHER RELATIONSHIPS	3.6		3	63	47	4		
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.4			5	8			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.5			7	5	1		
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.5			8	4	1		
4. TREATS STUDENTS IMPARTIALLY	3.7			9	4			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.7			9	4			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.4			6	6	1		
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.8		1	8	4			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.4			6	6	1		
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.7		2	5	6			

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COMPETENCIES BY RANK ORDER
FOR TEACHERS AT PLEASANT HILL IN 1981-82
(NUMBER OF TEACHERS RATED = 013)                                     RATING
                                                                     ------
  IA1. IS PUNCTUAL                                                    4.15
 IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG        3.92
 III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS           3.77
 IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST                3.77
 IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU         3.77
 IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT           3.77
 IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM         3.77
  IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS            3.77
  IA4. PRESENTS AN EFFECTIVE ROLE MODEL                               3.77
  IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS             3.77
 III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING        3.69
 III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS          3.69
 III4. TREATS STUDENTS IMPARTIALLY                                    3.69
 IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS          3.69
 IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES          3.69
 IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT           3.69
  IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                          3.69
  IA6. SHOWS ENTHUSIASM FOR WORK                                      3.69
 IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT                3.62
 IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES           3.62
 III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                   3.54
 IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                   3.54
 IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                    3.54
 IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                    3.54
  IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                      3.54
  IA8. DEMONSTRATES PROFESSIONAL GROWTH                               3.54
  IA3. EXHIBITS POISE AND SELF-CONTROL                                3.54
 III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS            3.46
 IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT               3.46
 IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM         3.46
 III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP        3.38
 III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST        3.38
 III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                       3.38
 IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION         3.38
 IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                      3.38
  IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE          3.38
  IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                        3.38
 IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                      3.31
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS        3.31
 IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS              3.25
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY                 3.23
 IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                   3.23
 IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING        3.23
  IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                         3.23
 IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK        3.15
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG         3.15
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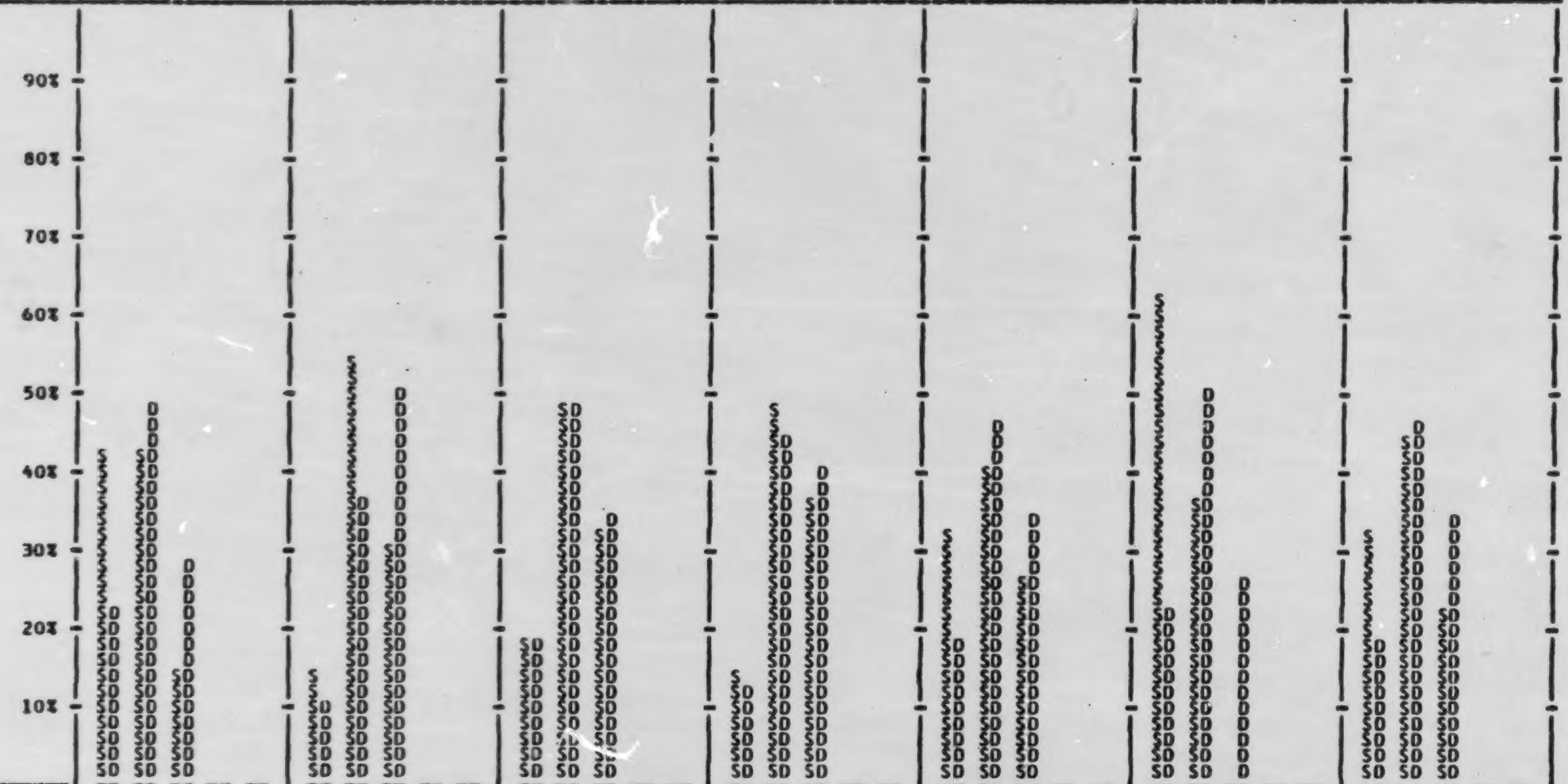
W-187

1981-82 SUMMARY OF TEACHER EVALUATIONS FOR READ

(JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.



COMPETENCY CATEGORIES ——>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	23	49	28	0	0	11	37	51	1	0	18	48	34	0	0	13	45	41	1	0	18	47	34	1	0	22	50	26	1	0	18	47	34	1	0
SCHOOL:	42	42	15	0	0	15	55	30	0	0	19	48	33	0	0	15	49	36	0	0	32	41	26	0	0	63	36	1	0	0	33	44	23	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 011

81.71

W-189

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT READ IN 1981-82
(NUMBER OF TEACHERS RATED = 011)

	MEA[illegible]	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.3		42	42	15			
1. IS PUNCTUAL	4.1		3	6	2			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.1		3	6	2			
3. EXHIBITS POISE AND SELF-CONTROL	4.4		5	5	1			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.4		5	5	1			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.2		4	5	2			
6. SHOWS ENTHUSIASM FOR WORK	4.4		6	3	2			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.6		7	4				
8. DEMONSTRATES PROFESSIONAL GROWTH	4.1		5	2	4			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.3		4	6	1			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.8		5	18	10			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	4.0		1	9	1			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	4.0		3	5	3			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.5		1	4	6			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.9		10	25	17			3
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.6			6	4			1
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.6			5	4			2
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.0		4	3	4			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.2		4	5	2			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.9		2	6	3			
IIB. INSTRUCTIONAL SKILLS	3.8		20	64	47			1
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.8		2	5	4			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.8		2	5	4			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.9		3	4	4			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.9		2	6	3			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.6			7	4			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.0		3	5	3			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.9		3	4	4			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.9		3	4	4			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.5			6	5			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.6		1	5	5			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.6			7	4			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.8		1	6	3			1
IIC. CLASSROOM MANAGEMENT SKILLS	4.1	1	28	36	23			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.4		5	5	1			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.3		5	4	2			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.1		3	6	2			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.8		1	7	3			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.5		7	3	1			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.8		2	5	4			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.0		4	3	4			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.5	1	1	3	6			
III. STUDENT/TEACHER RELATIONSHIPS	4.6		62	36	1			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.6		7	4				
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.6		7	4				
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.6		7	4				
4. TREATS STUDENTS IMPARTIALLY	4.6		7	4				
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.6		7	4				
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.7		8	3				
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.6		7	4				
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.6		7	4				
9. [illegible]S A[illegible] TH[illegible]OM T[illegible]CIL[illegible] IN[illegible]DUAL[illegible]RNIN[illegible]	[illegible]4		5	5	1			

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COMPETENCIES BY RANK ORDER
FOR TEACHERS AT READ IN 1981-82
(NUMBER OF TEACHERS RATED = 011)                                       RATING
                                                                       ------
 III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST          4.73
 III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP          4.64
 III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS             4.64
 III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS            4.64
 III4. TREATS STUDENTS IMPARTIALLY                                      4.64
 III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                     4.64
 III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS              4.64
 III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                         4.64
  IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                            4.64
 IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                      4.55
 III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING          4.36
 IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG          4.36
  IA6. SHOWS ENTHUSIASM FOR WORK                                        4.36
  IA4. PRESENTS AN EFFECTIVE ROLE MODEL                                 4.36
  IA3. EXHIBITS POISE AND SELF-CONTROL                                  4.36
 IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS            4.27
  IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS              4.27
 IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION           4.18
  IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                          4.18
 IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST                  4.09
  IA8. DEMONSTRATES PROFESSIONAL GROWTH                                 4.09
  IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS               4.09
  IA1. IS PUNCTUAL                                                      4.09
 IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                     4.00
 IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM           4.00
 IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT             4.00
  IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE            4.00
  IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                        4.00
 IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING          3.91
 IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU           3.91
 IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT             3.91
 IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES            3.91
 IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM           3.91
 IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                        3.82
 IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT                 3.82
 IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES             3.82
 IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                      3.82
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS          3.80
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY                   3.64
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG           3.64
 IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT                  3.64
 IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                        3.60
 IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS                3.56
 IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                     3.55
  IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                           3.55
 IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK          3.50
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1981-82 SUMMARY OF TEACHER EVALUATIONS FOR REILLY

(JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

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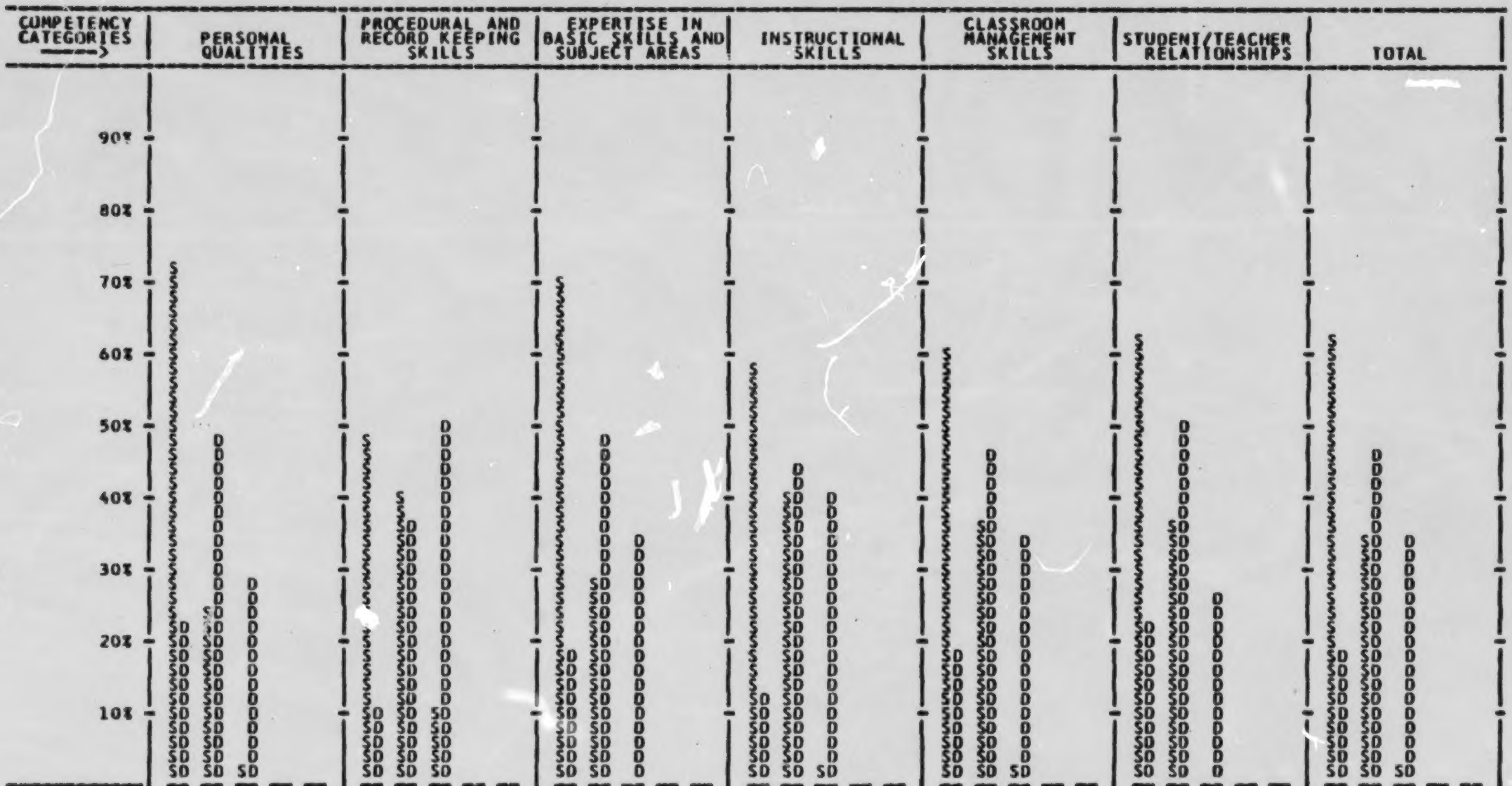

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PERCENT OF RESPONSES:	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	23	49	28	0	0	11	37	51	1	0	18	48	34	0	0	13	45	41	1	0	18	47	34	1	0	22	50	26	1	0	18	47	34	1	0
SCHOOL:	73	25	2	0	0	48	41	11	0	0	71	29	0	0	0	58	40	2	0	0	61	36	3	0	0	63	37	0	0	0	63	35	2	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 009

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT REILLY IN 1981-82
(NUMBER OF TEACHERS RATED = 009)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA._PERSONAL_QUALITIES	4.7		59	20	2			
1. IS PUNCTUAL	4.8		7	2				
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.3		5	2	2			
3. EXHIBITS POISE AND SELF-CONTROL	4.9		8	1				
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.6		5	4				
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.7		6	3				
6. SHOWS ENTHUSIASM FOR WORK	4.9		8	1				
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.8		7	2				
8. DEMONSTRATES PROFESSIONAL GROWTH	4.8		7	2				
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.7		6	3				
IB._PROCEDURAL_AND_RECORDKEEPING_SKILLS	4.4		13	11	3			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	4.3		4	4	1			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	4.3		4	4	1			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	4.4		5	3	1			
IIA._EXPERTISE_IN_BASIC_SKILLS_AND_SUBJECT_AREAS	4.7		32	13				
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.8		7	2				
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.7		6	3				
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.7		6	3				
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.7		6	3				
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.8		7	2				
IIB._INSTRUCTIONAL_SKILLS	4.6		62	43	2			1
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.6		5	4				
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.6		5	4				
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.7		6	3				
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.7		6	3				
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	4.1		3	4	2			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.8		7	2				
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.6		5	4				
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.7		6	3				
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	4.5		4	4				1
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	4.6		5	4				
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	4.6		5	4				
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	4.6		5	4				
IIC._CLASSROOM_MANAGEMENT_SKILLS	4.6		43	25	2			2
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.8		7	2				
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.7		6	3				
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.6		5	4				
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.6		5	4				
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.7		6	3				
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.6		5	4				
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.4		5	3	1			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	4.4		4	2	1			2
III._STUDENT/TEACHER_RELATIONSHIPS	4.6		51	30				
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.6		5	4				
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.6		5	4				
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.7		6	3				
4. TREATS STUDENTS IMPARTIALLY	4.8		7	2				
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.8		7	2				
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.6		5	4				
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.6		5	4				
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.7		6	3				
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.6		5	4				

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COMPETENCIES BY RANK ORDER
FOR TEACHERS AT REILLY IN 1981-82
(NUMBER OF TEACHERS RATED = 009)

		RATING
IA6.	SHOWS ENTHUSIASM FOR WORK	4.89
IA3.	EXHIBITS POISE AND SELF-CONTROL	4.89
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.78
III4.	TREATS STUDENTS IMPARTIALLY	4.78
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.78
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.78
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.78
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.78
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	4.78
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.78
IA1.	IS PUNCTUAL	4.78
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	4.67
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.67
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.67
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.67
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.67
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.67
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	4.67
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.67
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.67
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.67
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	4.67
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	4.67
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.56
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.56
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.56
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.56
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.56
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.56
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.56
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.56
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	4.56
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	4.56
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	4.56
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.56
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.56
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.56
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	4.56
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	4.50
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.44
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	4.44
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	4.43
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	4.33
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	4.33
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.33
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	4.11

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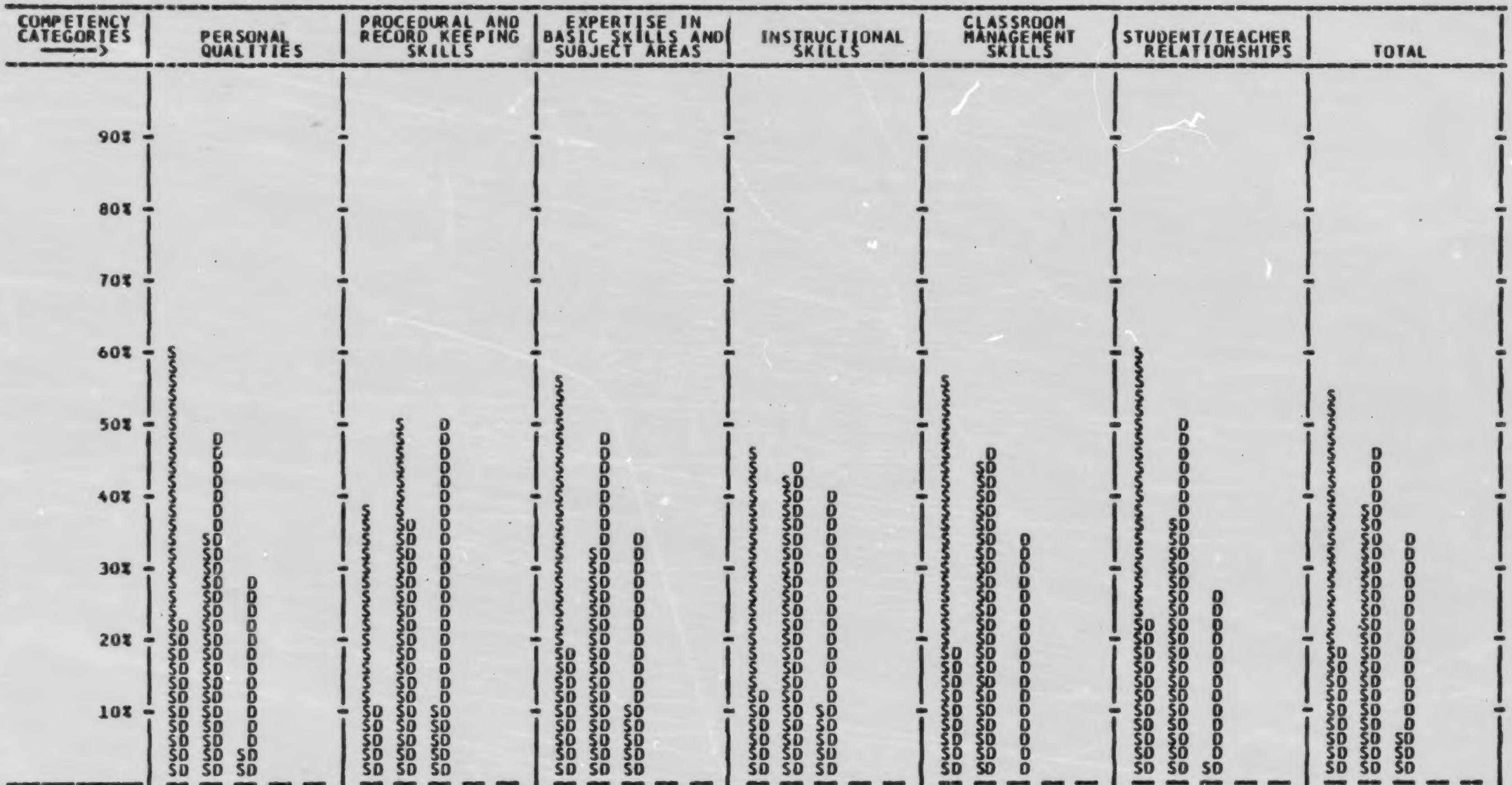
1981-82 SUMMARY OF TEACHER EVALUATIONS FOR RIDGETOP

(JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.



COMPETENCY CATEGORIES ---->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	23	49	28	0	0	11	37	51	1	0	18	48	34	0	0	13	45	41	1	0	18	47	34	1	0	22	50	26	1	0	18	47	34	1	0
SCHOOL:	61	35	4	0	0	39	50	11	0	0	57	33	10	0	0	47	42	11	0	0	56	44	0	0	0	61	37	2	0	0	55	39	6	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 006

81.71

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SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT RIDGETOP IN 1981-82
(NUMBER OF TEACHERS RATED = 006)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.6		33	19	2			
1. IS PUNCTUAL	4.3		2	4				
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.5		4	1	1			
3. EXHIBITS POISE AND SELF-CONTROL	4.5		3	3				
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.8		5	1				
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.7		4	2				
6. SHOWS ENTHUSIASM FOR WORK	4.7		4	2				
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.7		4	2				
8. DEMONSTRATES PROFESSIONAL GROWTH	4.3		3	2	1			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.7		4	2				
IB. PROCEDURAL AND RECORDKEEPING SKILLS	4.3		7	9	2			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	4.5		3	3				
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	4.0		2	2	2			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	4.3		2	4				
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.5		17	10	3			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.7		4	2				
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.5		3	3				
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.7		5		1			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.3		3	2	1			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.2		2	3	1			
IIB. INSTRUCTIONAL SKILLS	4.4		34	30	8			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.5		3	3				
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.3		3	2	1			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.3		3	2	1			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.3		3	2	1			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	4.2		2	3	1			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.2		2	3	1			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.7		4	2				
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.5		4	1	1			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	4.3		2	4				
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	4.0		1	4	1			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	4.5		4	1	1			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	4.5		3	3				
IIC. CLASSROOM MANAGEMENT SKILLS	4.6		27	21				
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.8		5	1				
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.5		3	3				
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.7		4	2				
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.3		2	4				
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.7		4	2				
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.8		5	1				
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.3		2	4				
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	4.3		2	4				
III. STUDENT/TEACHER RELATIONSHIPS	4.6		33	20	1			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.8		5	1				
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.3		2	4				
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.3		2	4				
4. TREATS STUDENTS IMPARTIALLY	4.8		5	1				
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.5		3	3				
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.5		4	1	1			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.7		4	2				
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.7		4	2				
9. [illegible]S AR[illegible] THE[illegible]M T[illegible]CILI[illegible] IN[illegible]UAL [illegible]NIN[illegible]	4.7		4	2				

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COMPETENCIES BY RANK ORDER
FOR TEACHERS AT RIDGETOP IN 1981-82
(NUMBER OF TEACHERS RATED = 006)                                        RATING
                                                                        ------
  III4. TREATS STUDENTS IMPARTIALLY                                      4.83
  III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                         4.83
  IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                        4.83
  IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG          4.83
   IA4. PRESENTS AN EFFECTIVE ROLE MODEL                                 4.83
  III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING          4.67
  III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP          4.67
  III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS             4.67
  IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                      4.67
  IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST                  4.67
  IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU           4.67
  IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT             4.67
  IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                        4.67
   IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS              4.67
   IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                            4.67
   IA6. SHOWS ENTHUSIASM FOR WORK                                        4.67
   IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                          4.67
  III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST          4.50
  III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS            4.50
  IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS            4.50
 IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS          4.50
 IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY                   4.50
  IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING          4.50
  IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                      4.50
  IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS                4.50
   IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                        4.50
   IA3. EXHIBITS POISE AND SELF-CONTROL                                  4.50
   IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS               4.50
  III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                     4.33
  III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS              4.33
  IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK          4.33
  IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                     4.33
  IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT                 4.33
  IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                     4.33
  IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT             4.33
  IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES            4.33
  IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES             4.33
  IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION           4.33
   IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                           4.33
   IA8. DEMONSTRATES PROFESSIONAL GROWTH                                 4.33
   IA1. IS PUNCTUAL                                                      4.33
  IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM           4.17
  IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT                  4.17
  IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM           4.17
 IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG           4.00
   IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE            4.00
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1981-82 SUMMARY OF TEACHER EVALUATIONS FOR ROSEDALE (JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

81.71

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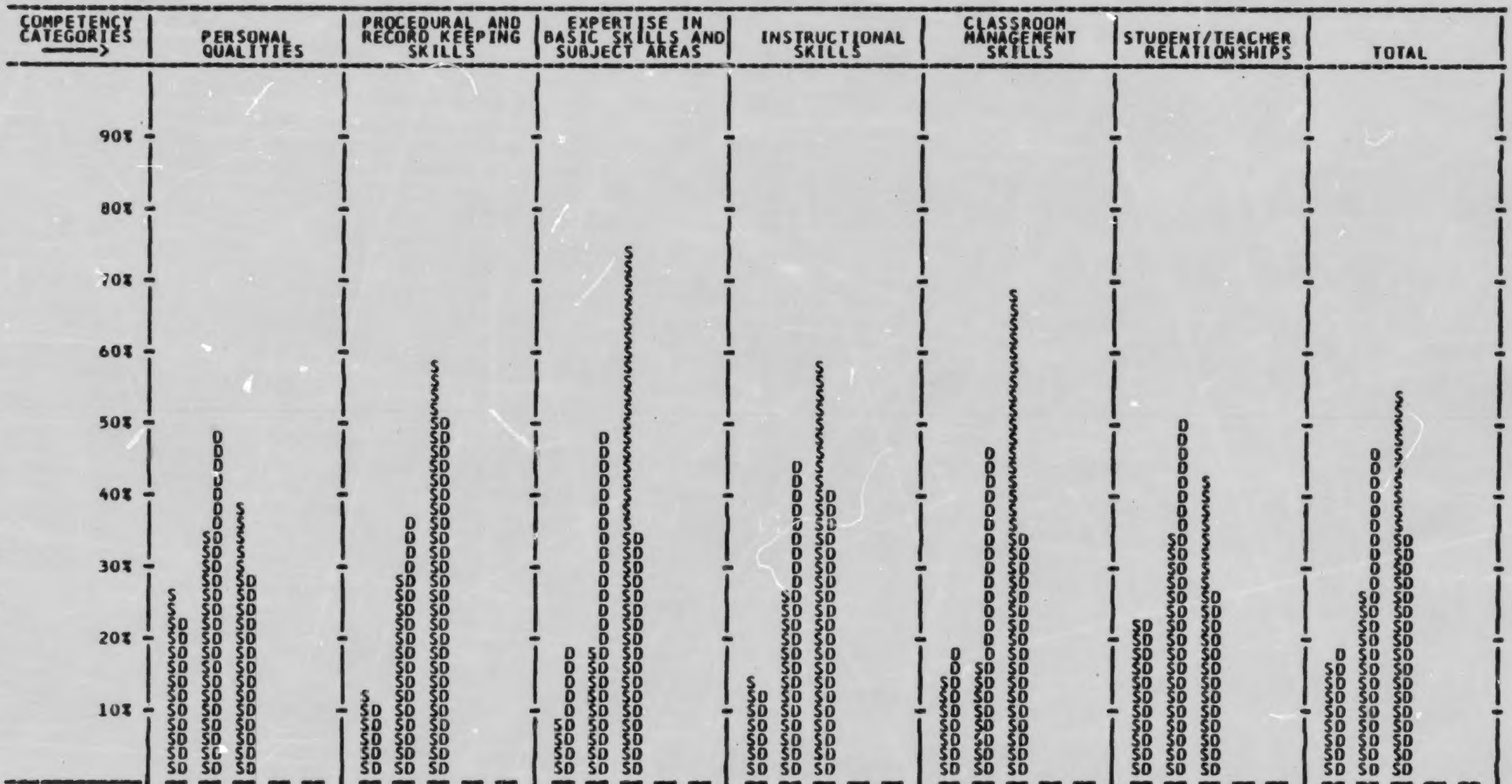

COMPETENCY CATEGORIES	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	23	49	28	0	0	11	37	51	1	0	18	48	34	0	0	13	45	41	1	0	18	47	34	1	0	22	50	26	1	0	18	47	34	1	0
SCHOOL:	26	35	39	0	0	13	29	58	0	0	8	18	75	0	0	15	27	58	0	0	14	17	69	0	0	22	35	43	0	0	17	27	55	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS: TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 008

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT ROSEDALE IN 1981-82
(NUMBER OF TEACHERS RATED = 008)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.9		19	25	28			
1. IS PUNCTUAL	3.8		2	2	4			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.4		5	1	2			
3. EXHIBITS POISE AND SELF-CONTROL	4.0		3	2	3			
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.6		1	3	4			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.6		2	1	5			
6. SHOWS ENTHUSIASM FOR WORK	3.9		3	1	4			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.6			5	3			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.9		1	5	2			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.1		2	5	1			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.5		3	7	14			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.4		1	1	6			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.6		1	3	4			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.6		1	3	4			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.3		3	7	30			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.0				8			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.0				8			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.5			4	4			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.0				8			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.1		3	3	2			
IIB. INSTRUCTIONAL SKILLS	3.6		14	26	56			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.9		3	1	4			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.1		2	5	1			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.3			2	6			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.0		3	2	3			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	4.1		2	5	1			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.9		2	3	3			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.4			3	5			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.0				8			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.3			2	6			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.4		1	1	6			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.4		1	1	6			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.1			1	7			
IIC. CLASSROOM MANAGEMENT SKILLS	3.5		9	11	44			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.3		4	2	2			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.0		3	2	3			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.4		1	1	6			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.0				8			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.4			3	5			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.3			2	6			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.4		1	1	6			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.0				8			
III. STUDENT/TEACHER RELATIONSHIPS	3.8		16	25	31			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.9		1	5	2			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.0		2	4	2			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.9		2	3	3			
4. TREATS STUDENTS IMPARTIALLY	3.4		1	1	6			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.3		1		7			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.0		3	2	3			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.9		2	3	3			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.0		3	2	3			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.9		1	5	2			

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COMPETENCIES BY RANK ORDER
FOR TEACHERS AT ROSEDALE IN 1981-82
(NUMBER OF TEACHERS RATED = 008)                                       RATING
                                                                       ------
   IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS              4.38
  IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG         4.25
  IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT                 4.13
  IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES            4.13
  IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM          4.13
   IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS             4.13
  III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP         4.00
  III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST         4.00
  III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS             4.00
  IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS           4.00
  IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT            4.00
   IA3. EXHIBITS POISE AND SELF-CONTROL                                 4.00
  III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING         3.88
  III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS            3.88
  III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                    3.88
  III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                        3.88
  IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM          3.88
  IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                     3.88
   IA8. DEMONSTRATES PROFESSIONAL GROWTH                                3.88
   IA6. SHOWS ENTHUSIASM FOR WORK                                       3.88
   IA1. IS PUNCTUAL                                                     3.75
   IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                          3.63
   IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE           3.63
   IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                           3.63
   IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                         3.63
   IA4. PRESENTS AN EFFECTIVE ROLE MODEL                                3.63
  IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT            3.50
  III4. TREATS STUDENTS IMPARTIALLY                                     3.38
  IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                    3.38
  IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                     3.38
  IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST                 3.38
 IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY                  3.38
 IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG          3.38
  IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU          3.38
   IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                       3.38
  III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS           3.25
  IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                       3.25
  IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                    3.25
  IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES           3.25
 IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS         3.13
  IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK         3.00
  IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT                3.00
  IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING         3.00
  IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION          3.00
  IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS               3.00
  IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                       3.00
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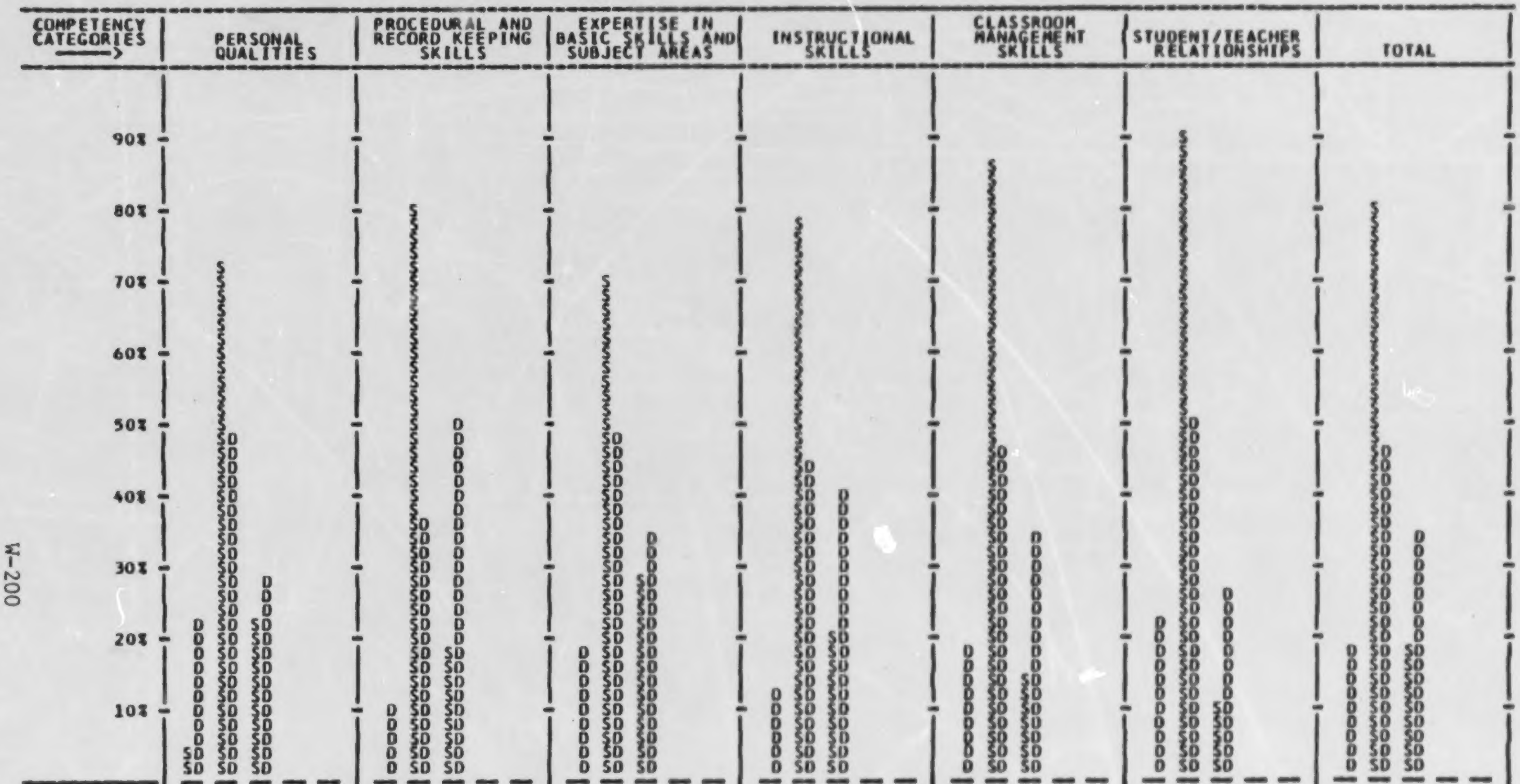
1981-82 SUMMARY OF TEACHER EVALUATIONS FOR ROSEWOOD (JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.



COMPETENCY CATEGORIES	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	23	49	28	0	0	11	37	51	1	0	18	48	34	0	0	13	45	41	1	0	18	47	34	1	0	22	50	26	1	0	18	47	34	1	0
SCHOOL:	5	73	22	0	0	0	81	19	0	0	0	71	29	0	0	0	79	21	0	0	0	86	14	0	0	0	90	10	0	0	1	80	19	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 007

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT ROSEWOOD IN 1981-82
(NUMBER OF TEACHERS RATED = 007)

81.71

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.8		3	46	14			
1. IS PUNCTUAL	3.6			4	3			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.7			5	2			
3. EXHIBITS POISE AND SELF-CONTROL	3.7			5	2			
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.7			5	2			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.7			5	2			
6. SHOWS ENTHUSIASM FOR WORK	4.1		1	6				
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.9			6	1			
8. DEMONSTRATES PROFESSIONAL GROWTH	4.0		1	5	1			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.0		1	5	1			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.8			17	4			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.9			6	1			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.7			5	2			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.9			6	1			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.7			25	10			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.0			7				
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.1			1	6			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.6			4	3			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.0			7				
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.9			6	1			
IIB. INSTRUCTIONAL SKILLS	3.8			66	18			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.9			6	1			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.9			6	1			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.0			7				
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.9			6	1			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.7			5	2			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.9			6	1			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.9			6	1			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.0			7				
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.9			6	1			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.7			5	2			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.4			3	4			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.4			3	4			
IIC. CLASSROOM MANAGEMENT SKILLS	3.9			48	8			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.9			6	1			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.9			6	1			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.9			6	1			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.9			6	1			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.0			7				
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.9			6	1			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.9			6	1			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.7			5	2			
III. STUDENT/TEACHER RELATIONSHIPS	3.9			57	6			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.9			6	1			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.9			6	1			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.9			6	1			
4. TREATS STUDENTS IMPARTIALLY	4.0			7				
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.0			7				
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.9			6	1			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.0			7				
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.9			6	1			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.9			6	1			

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COMPETENCIES BY RANK ORDER
FOR TEACHERS AT ROSEWOOD IN 1981-82
(NUMBER OF TEACHERS RATED = 007)                                        RATING
                                                                        ------
  IA6. SHOWS ENTHUSIASM FOR WORK                                        4.14
 III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS             4.00
 III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS            4.00
 III4. TREATS STUDENTS IMPARTIALLY                                      4.00
 IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                      4.00
 IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING          4.00
 IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES            4.00
 IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION           4.00
 IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                        4.00
  IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS              4.00
  IA8. DEMONSTRATES PROFESSIONAL GROWTH                                 4.00
 III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING          3.86
 III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP          3.86
 III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST          3.86
 III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                     3.86
 III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS              3.86
 III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                         3.86
 IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                     3.86
 IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                        3.86
 IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT                 3.86
 IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST                  3.86
 IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS            3.86
 IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG          3.86
 IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                     3.86
 IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU           3.86
 IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM           3.86
 IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT             3.86
 IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES             3.86
 IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                      3.86
 IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM           3.86
  IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                           3.86
  IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                        3.86
  IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                            3.86
 IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK          3.71
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG           3.71
 IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT                  3.71
  IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE            3.71
  IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                          3.71
  IA4. PRESENTS AN EFFECTIVE ROLE MODEL                                 3.71
  IA3. EXHIBITS POISE AND SELF-CONTROL                                  3.71
  IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS               3.71
 IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT             3.57
  IA1. IS PUNCTUAL                                                      3.57
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS          3.43
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY                   3.43
 IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS                3.14
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1981-82 SUMMARY OF TEACHER EVALUATIONS FOR ST. ELMO

(JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

81.71

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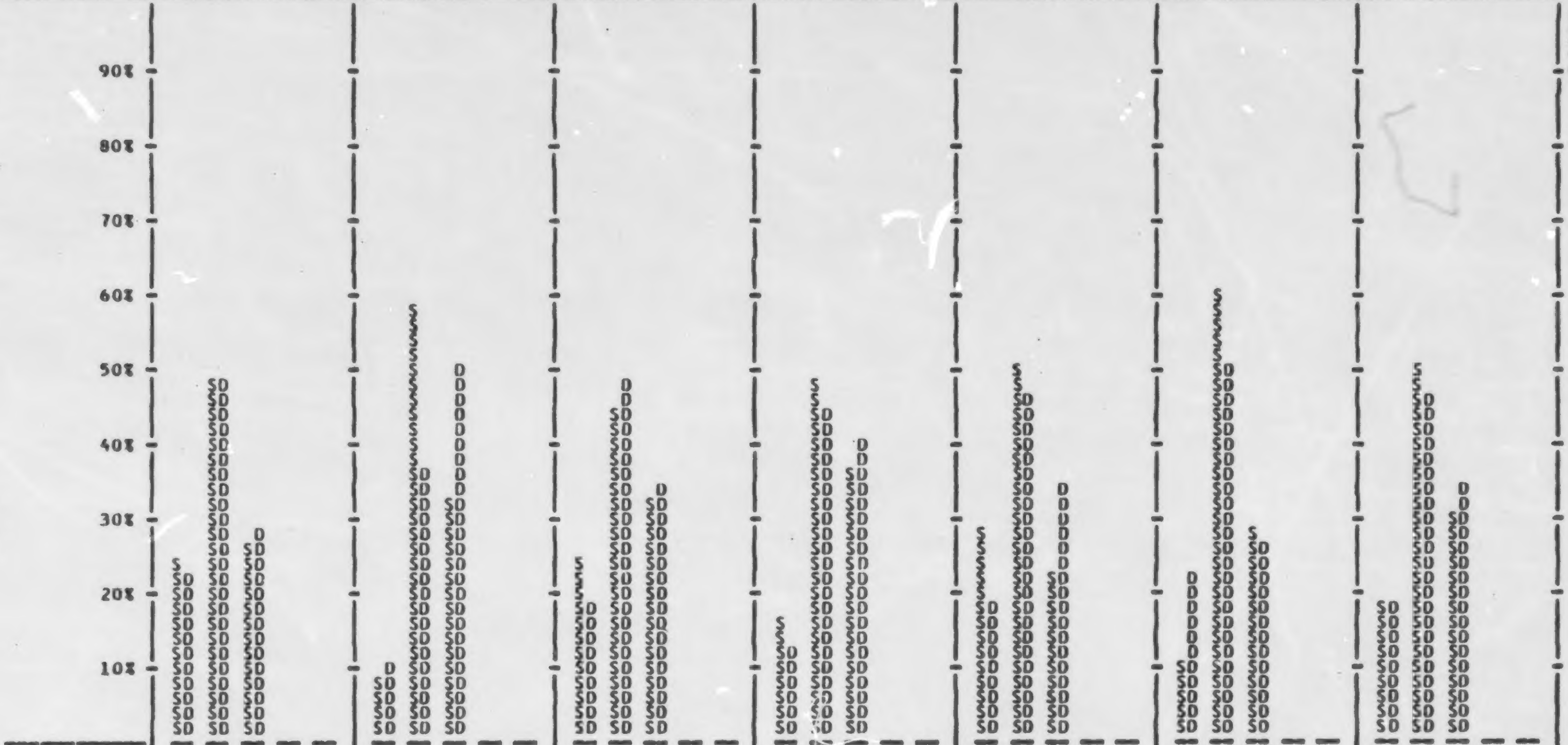

COMPETENCY CATEGORIES ---->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	23	49	28	0	0	11	37	51	1	0	18	48	34	0	0	13	45	41	1	0	18	47	34	1	0	22	50	26	1	0	18	47	34	1	0
SCHOOL:	25	49	26	0	0	8	58	33	0	0	24	45	32	0	0	16	48	36	0	0	28	50	22	0	0	10	61	29	0	0	19	51	30	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 008

81.71

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT ST. ELMO IN 1981-82
(NUMBER OF TEACHERS RATED = 008)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.0		18	35	19			
1. IS PUNCTUAL	4.4		3	5				
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.0		1	6	1			
3. EXHIBITS POISE AND SELF-CONTROL	4.1		2	5	1			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.0		3	2	3			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.9		2	3	3			
6. SHOWS ENTHUSIASM FOR WORK	4.0		2	4	2			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.0		2	4	2			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.5			4	4			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.0		3	2	3			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.8		2	14	8			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.8		1	4	3			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.9		1	5	2			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.6			5	3			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.9		9	17	12			2
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.9		2	2	3			1
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.0		2	3	2			1
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.8		1	4	3			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.0		3	2	3			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.0		1	6	1			
IIB. INSTRUCTIONAL SKILLS	3.8		15	46	35			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.4			3	5			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.0		1	6	1			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.4		3	5				
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.3		3	4	1			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	4.3		3	4	1			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.0		2	4	2			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.9			7	1			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.1		2	5	1			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.5		1	2	5			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.4			3	5			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.3			2	6			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.1			1	7			
IIC. CLASSROOM MANAGEMENT SKILLS	4.1		18	32	14			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.5		4	4				
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.5		4	4				
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.5		5	2	1			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.1		2	5	1			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.9		1	5	2			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.6			5	3			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.8		1	4	3			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.6		1	3	4			
III. STUDENT/TEACHER RELATIONSHIPS	3.8		7	44	21			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.0		1	6	1			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.1		2	5	1			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.8			6	2			
4. TREATS STUDENTS IMPARTIALLY	3.9			7	1			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.6			5	3			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.6			5	3			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.6		1	3	4			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.9		1	5	2			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.8		2	2	4			

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COMPETENCIES BY RANK ORDER
FOR TEACHERS AT ST. ELMO IN 1981-82
(NUMBER OF TEACHERS RATED = 008)

	RATING
IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.50
IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.50
IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.50
IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	4.38
IA1. IS PUNCTUAL	4.38
IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	4.25
IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.25
III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.13
IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.13
IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.13
IA3. EXHIBITS POISE AND SELF-CONTROL	4.13
III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.00
IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.00
IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.00
IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.00
IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.00
IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.00
IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	4.00
IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.00
IA6. SHOWS ENTHUSIASM FOR WORK	4.00
IA4. PRESENTS AN EFFECTIVE ROLE MODEL	4.00
IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.00
III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	3.88
III4. TREATS STUDENTS IMPARTIALLY	3.88
IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.88
IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.88
IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.88
IA5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.88
IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.86
III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.75
III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.75
IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.75
IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.75
IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.75
III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.63
III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.63
III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.63
IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.63
IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.63
IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.63
IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.50
IA8. DEMONSTRATES PROFESSIONAL GROWTH	3.50
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.38
IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.38
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.25
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.13

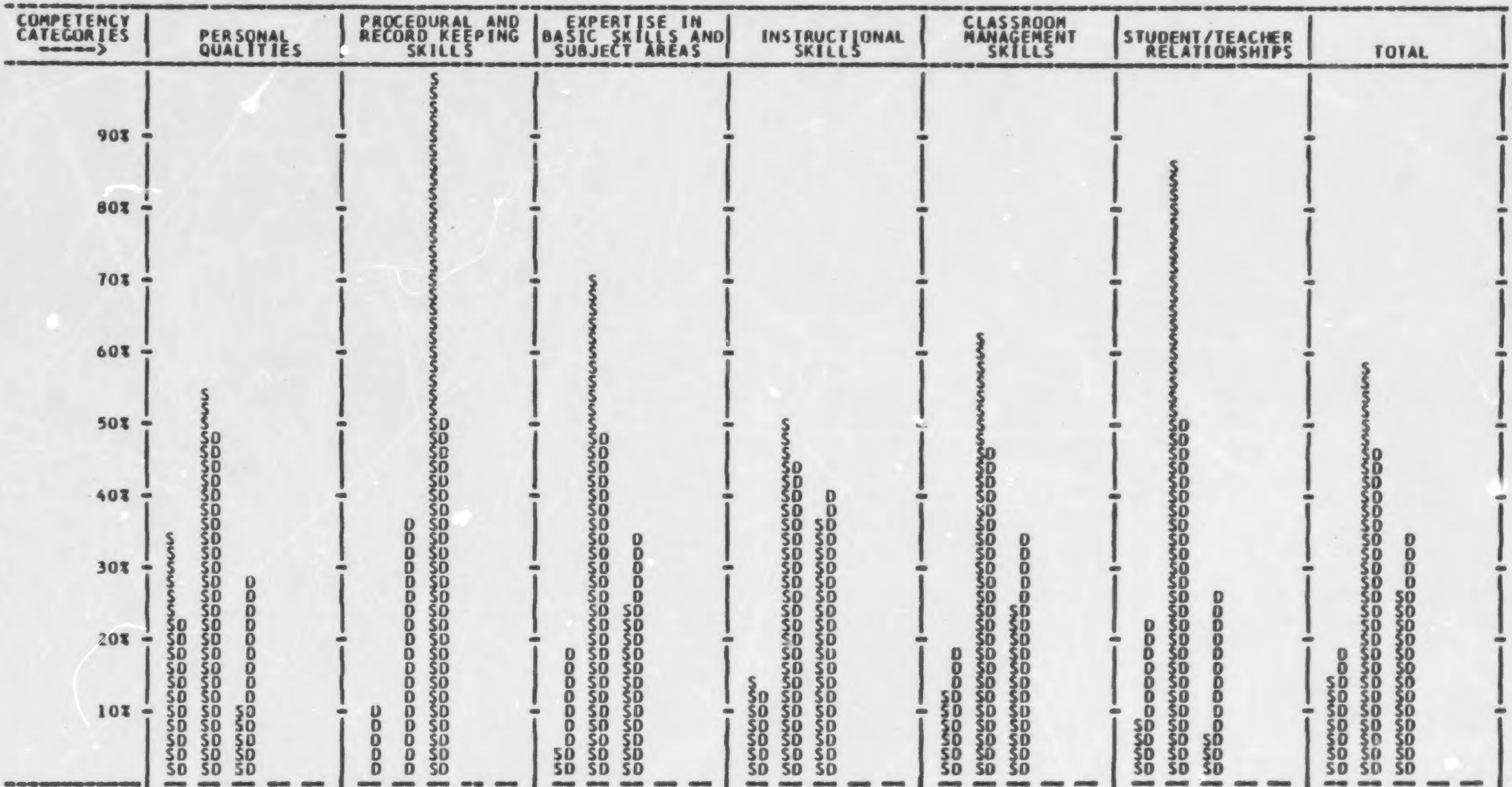
W-205

1981-82 SUMMARY OF TEACHER EVALUATIONS FOR SANCHEZ (JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

81.71

W-206



COMPETENCY CATEGORIES ----->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	23	49	28	0	0	11	37	51	1	0	18	48	34	0	0	13	45	41	1	0	18	47	34	1	0	22	50	26	1	0	18	47	34	1	0
SCHOOL:	35	55	10	0	0	0	0	100	0	0	4	71	25	0	0	14	50	36	0	0	13	63	25	0	0	8	86	6	0	0	15	59	26	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 011

81.71

W-207

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT SANCHEZ IN 1981-82
(NUMBER OF TEACHERS RATED = 011)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA._PERSONAL_QUALITIES	4.3		35	54	10			
1. IS PUNCTUAL	3.9			10	1			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.9			10	1			
3. EXHIBITS POISE AND SELF-CONTROL	4.4		5	5	1			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.5		6	4	1			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.8			9	2			
6. SHOWS ENTHUSIASM FOR WORK	4.6		8	2	1			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.7		8	3				
8. DEMONSTRATES PROFESSIONAL GROWTH	4.0		2	7	2			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.5		6	4	1			
IB._PROCEDURAL_AND_RECORDKEEPING_SKILLS	3.0				33			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.0				11			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.0				11			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.0				11			
IIA._EXPERTISE_IN_BASIC_SKILLS_AND_SUBJECT_AREAS	3.8		2	37	13			2
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.8			9	2			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.8			7	2			2
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.1		2	8	1			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.9			10	1			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.3			3	7			
IIB._INSTRUCTIONAL_SKILLS	3.8		18	65	46			3
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.9		1	8	2			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.0		1	9	1			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.4		5	5	1			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.7			8	3			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.8		1	7	3			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.2		3	7	1			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.2		4	5	2			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.1		3	6	2			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.8			9	2			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.1			1	10			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.0				10			1
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.0				9			2
IIC._CLASSROOM_MANAGEMENT_SKILLS	3.9		11	55	22			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.2		4	5	2			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.7			8	3			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.8			9	2			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.3			3	8			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.3		4	6	1			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.0		2	7	2			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.0		1	9	1			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.7			8	3			
III._STUDENT/TEACHER_RELATIONSHIPS	4.0	1	8	83	6			1
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.0		1	9	1			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.2		3	7	1			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.9			10	1			
4. TREATS STUDENTS IMPARTIALLY	3.9			10	1			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.2		3	7	1			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.0		1	9	1			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.0			11				
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.0	1		10				
9. [illegible] ARO[illegible] THE [illegible] TO [illegible]LIT[illegible] IND[illegible]AL [illegible]ING	[illegible]			[illegible]				

724

723

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COMPETENCIES BY RANK ORDER
FOR TEACHERS AT SANCHEZ IN 1981-82
(NUMBER OF TEACHERS RATED = 011)                                        RATING
                                                                        ------
 IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                              4.73
 IA6. SHOWS ENTHUSIASM FOR WORK                                          4.64
 IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS                4.45
 IA4. PRESENTS AN EFFECTIVE ROLE MODEL                                   4.45
IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES              4.36
 IA3. EXHIBITS POISE AND SELF-CONTROL                                    4.36
IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                        4.27
III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS              4.18
III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS                4.18
IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG            4.18
IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU             4.18
IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM             4.18
IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING            4.09
IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT               4.09
III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING            4.00
III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP            4.00
III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS               4.00
III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST            4.00
III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                           4.00
IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                       4.00
IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                          4.00
IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES                4.00
 IA8. DEMONSTRATES PROFESSIONAL GROWTH                                   4.00
III4. TREATS STUDENTS IMPARTIALLY                                        3.91
III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                       3.91
IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                        3.91
IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION             3.91
 IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS                 3.91
 IA1. IS PUNCTUAL                                                        3.91
IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST                    3.82
IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                       3.82
IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT                    3.82
IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                          3.82
 IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                            3.82
IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS                  3.78
IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK            3.73
IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS              3.73
IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT               3.73
IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM             3.30
IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT                   3.27
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG            3.09
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS           3.00
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY                    3.00
 IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                             3.00
 IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE              3.00
 IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                          3.00
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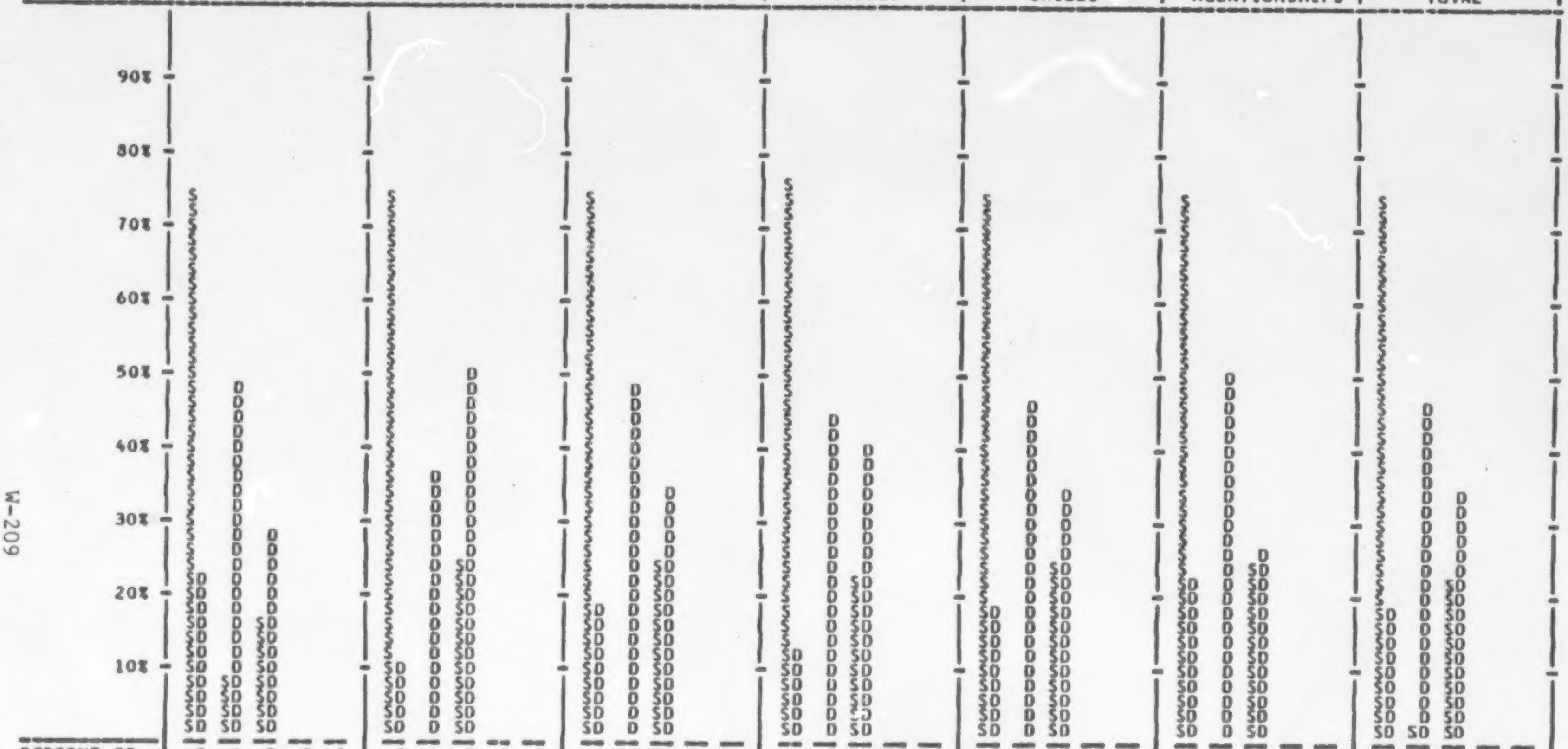
W-208

1981-82 SUMMARY OF TEACHER EVALUATIONS FOR SIMS

(JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.



COMPETENCY CATEGORIES ——>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	23	49	28	0	0	11	37	51	1	0	18	48	34	0	0	13	45	41	1	0	18	47	34	1	0	22	50	26	1	0	18	47	34	1	0
SCHOOL:	75	8	17	0	0	75	0	25	0	0	75	0	25	0	0	77	0	23	0	0	75	0	25	0	0	75	0	25	0	0	75	2	23	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS: TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 004

W-209

81.71

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT SIMS IN 1981-82
(NUMBER OF TEACHERS RATED = 004)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.6		27	3	6			
1. IS PUNCTUAL	4.5		3		1			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.8		3	1				
3. EXHIBITS POISE AND SELF-CONTROL	4.8		3	1				
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.8		3	1				
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.5		3		1			
6. SHOWS ENTHUSIASM FOR WORK	4.5		3		1			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.5		3		1			
8. DEMONSTRATES PROFESSIONAL GROWTH	4.5		3		1			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.5		3		1			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	4.5		9		3			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	4.5		3		1			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	4.5		3		1			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	4.5		3		1			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.5		15		5			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.5		3		1			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.5		3		1			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.5		3		1			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.5		3		1			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.5		3		1			
IIB. INSTRUCTIONAL SKILLS	4.5		36		11			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.5		3		1			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.5		3		1			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.5		3		1			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.5		3		1			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	4.5		3		1			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.5		3		1			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.5		3		1			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.5		3		1			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	5.0		3					
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	4.5		3		1			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	4.5		3		1			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	4.5		3		1			
IIC. CLASSROOM MANAGEMENT SKILLS	4.5		24		8			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.5		3		1			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.5		3		1			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.5		3		1			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.5		3		1			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.5		3		1			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.5		3		1			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.5		3		1			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	4.5		3		1			
III. STUDENT/TEACHER RELATIONSHIPS	4.5		27		9			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.5		3		1			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.5		3		1			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.5		3		1			
4. TREATS STUDENTS IMPARTIALLY	4.5		3		1			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.5		3		1			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.5		3		1			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.5		3		1			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.5		3		1			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.5		3		1			

81.71

W-210

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COMPETENCIES BY RANK ORDER
FOR TEACHERS AT SIMS IN 1981-82
(NUMBER OF TEACHERS RATED = 004)                                     RATING
                                                                     ------
 IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                   5.00
  IA4. PRESENTS AN EFFECTIVE ROLE MODEL                               4.75
  IA3. EXHIBITS POISE AND SELF-CONTROL                                4.75
  IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS             4.75
 III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING        4.50
 III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP        4.50
 III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS           4.50
 III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST        4.50
 III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS          4.50
 III4. TREATS STUDENTS IMPARTIALLY                                    4.50
 III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                   4.50
 III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS            4.50
 III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                       4.50
 IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK        4.50
 IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                   4.50
 IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                      4.50
 IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                    4.50
 IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT               4.50
 IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST                4.50
 IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS          4.50
 IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG        4.50
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS        4.50
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY                 4.50
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG         4.50
 IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING        4.50
 IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU         4.50
 IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM         4.50
 IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT                4.50
 IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT           4.50
 IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES          4.50
 IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES           4.50
 IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                    4.50
 IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM         4.50
 IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION         4.50
 IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT           4.50
 IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS              4.50
 IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                      4.50
  IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                         4.50
  IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE          4.50
  IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                      4.50
  IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS            4.50
  IA8. DEMONSTRATES PROFESSIONAL GROWTH                               4.50
  IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                          4.50
  IA6. SHOWS ENTHUSIASM FOR WORK                                      4.50
  IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                        4.50
  IA1. IS PUNCTUAL                                                    4.50
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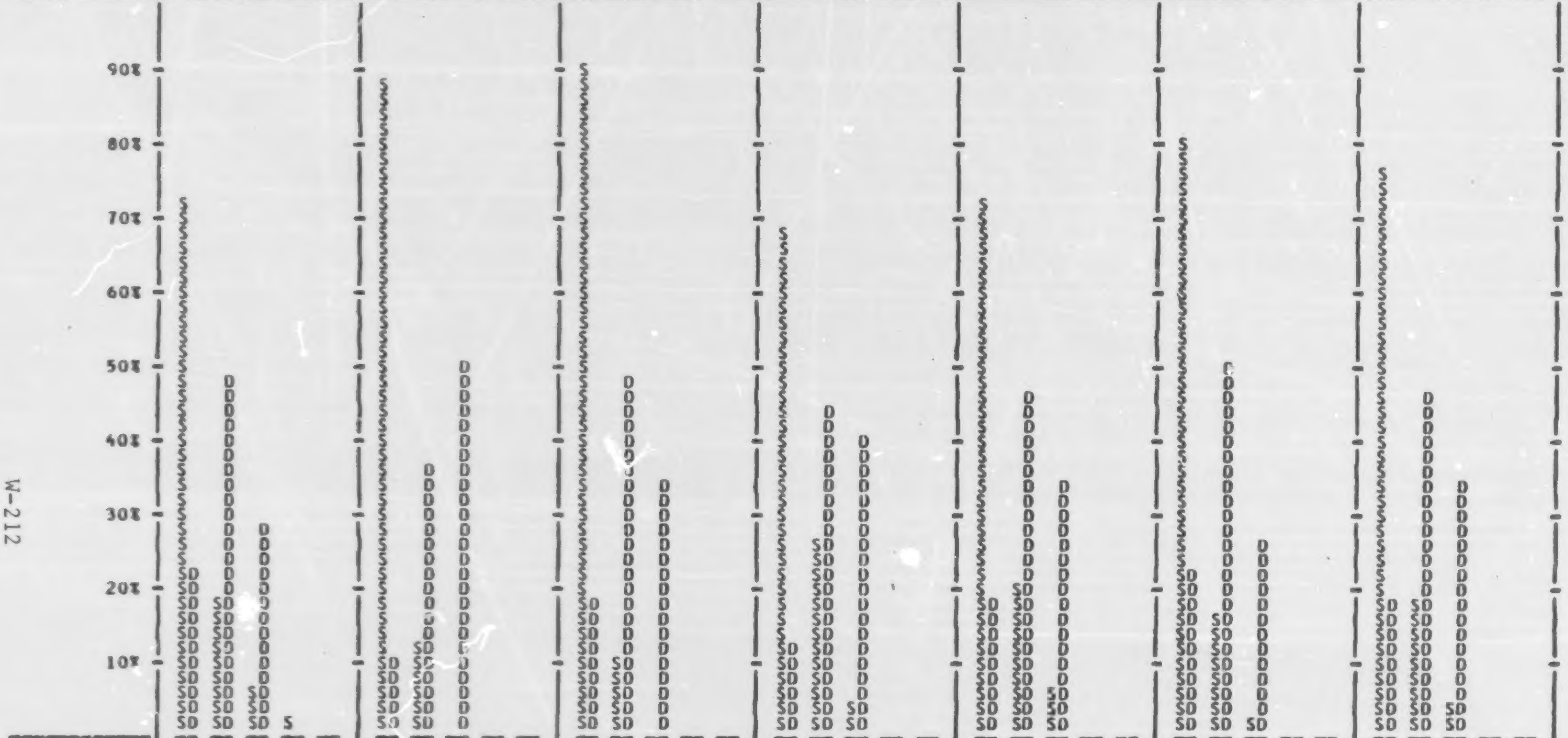
1981-82 SUMMARY OF TEACHER EVALUATIONS FOR SUMMIT (JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

81.71

W-212



COMPETENCY CATEGORIES ——>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	23	49	28	0	0	11	37	51	1	0	18	48	34	0	0	13	45	41	1	0	18	47	34	1	0	22	50	26	1	0	18	47	34	1	0
SCHOOL:	72	19	7	2	0	88	12	0	0	0	90	10	0	0	0	69	26	4	0	0	73	21	6	0	0	81	17	2	0	0	76	19	4	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS: TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 006

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT SUMMIT IN 1981-82
(NUMBER OF TEACHERS RATED = 006)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.6		39	10	4	1		
1. IS PUNCTUAL	4.3		3	2	1			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.8		2	2	1	1		
3. EXHIBITS POISE AND SELF-CONTROL	5.0		6					
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.8		5	1				
5. USES COMMON SENSE/BEHAVES REALISTICALLY	5.0		6					
6. SHOWS ENTHUSIASM FOR WORK	4.5		4	1	1			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	5.0		6					
8. DEMONSTRATES PROFESSIONAL GROWTH	4.3		3	2	1			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.7		4	2				
IB. PROCEDURAL AND RECORDKEEPING SKILLS	4.9		15	2				
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	5.0		6					
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	4.8		4	1				
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	4.8		5	1				
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.9		27	3				
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	5.0		6					
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	5.0		6					
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.7		4	2				
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	5.0		6					
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.8		5	1				
IIB. INSTRUCTIONAL SKILLS	4.7		50	19	3			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.8		5	1				
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.2		2	3	1			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.5		4	1	1			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.8		5	1				
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	4.3		3	2	1			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.8		5	1				
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.7		4	2				
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.7		4	2				
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	4.5		3	3				
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	4.8		5	1				
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	4.8		5	1				
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	4.8		5	1				
IIC. CLASSROOM MANAGEMENT SKILLS	4.7		35	10	3			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.8		5	1				
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.5		4	1	1			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.8		5	1				
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.8		5	1				
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.5		4	1	1			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.5		4	1	1			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.7		4	2				
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	4.7		4	2				
III. STUDENT/TEACHER RELATIONSHIPS	4.8		44	9	1			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.8		5	1				
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.8		5	1				
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.8		5	1				
4. TREATS STUDENTS IMPARTIALLY	4.8		5	1				
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.8		5	1				
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.7		4	2				
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	5.0		6					
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	5.0		6					
9. [illegible] AR [illegible] THE [illegible] M TO [illegible] ILI [illegible] IND [illegible] UAL [illegible] NING	[illegible]		3	2	1			

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COMPETENCIES BY RANK ORDER
FOR TEACHERS AT SUMMIT IN 1981-82
(NUMBER OF TEACHERS RATED = 006)                                      RATING
                                                                      ------
 III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP         5.00
 III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS            5.00
 IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION          5.00
 IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS               5.00
 IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                       5.00
  IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                       5.00
  IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                           5.00
  IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                         5.00
  IA3. EXHIBITS POISE AND SELF-CONTROL                                 5.00
 III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS           4.83
 III4. TREATS STUDENTS IMPARTIALLY                                     4.83
 III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                    4.83
 III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS             4.83
 III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                        4.83
 IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT                4.83
 IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST                 4.83
 IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG         4.83
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS         4.83
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY                  4.83
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG          4.83
 IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM          4.83
 IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT            4.83
 IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                     4.83
 IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM          4.83
  IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                          4.83
  IA4. PRESENTS AN EFFECTIVE ROLE MODEL                                4.83
  IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE           4.80
 III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST         4.67
 IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK         4.67
 IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                    4.67
 IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING         4.67
 IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU          4.67
 IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT            4.67
  IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS             4.67
 IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                       4.50
 IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                     4.50
 IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS           4.50
 IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                    4.50
 IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES           4.50
  IA6. SHOWS ENTHUSIASM FOR WORK                                       4.50
 III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING         4.33
 IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT                 4.33
  IA8. DEMONSTRATES PROFESSIONAL GROWTH                                4.33
  IA1. IS PUNCTUAL                                                     4.33
 IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES            4.17
  IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS              3.83
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1981-82 SUMMARY OF TEACHER EVALUATIONS FOR SUNSET VALLEY

(JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

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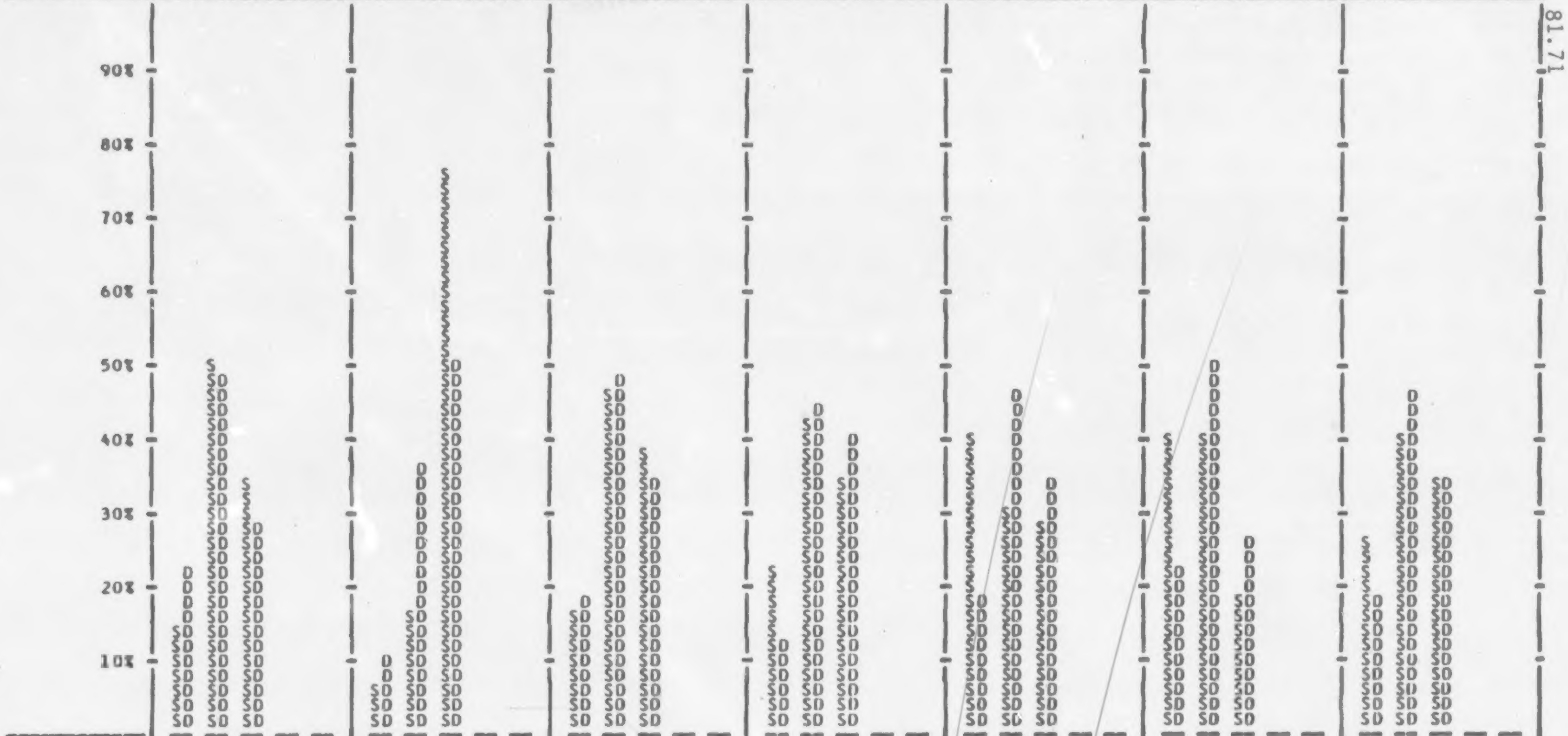

COMPETENCY CATEGORIES ---->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD .	23	49	28	0	0	11	37	51	1	0	18	48	34	0	0	13	45	41	1	0	18	47	34	1	0	22	50	26	1	0	18	47	34	1	0
SCHOOL:	15	50	35	0	0	7	17	76	0	0	16	46	38	0	0	22	43	35	0	0	41	30	29	0	0	41	40	19	0	0	26	40	34	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 014

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT SUNSET VALLEY IN 1981-82
(NUMBER OF TEACHERS RATED = 014)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.8		19	63	44			
1. IS PUNCTUAL	3.8		2	7	5			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.4			6	8			
3. EXHIBITS POISE AND SELF-CONTROL	3.6		1	6	7			
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.9		2	8	4			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.4			5	9			
6. SHOWS ENTHUSIASM FOR WORK	4.0		4	6	4			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.1		3	10	1			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.9		3	7	4			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.1		4	8	2			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.3		3	7	32			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.3		1	2	11			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.3		1	2	11			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.4		1	3	10			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.8		11	32	26			1
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.6			9	5			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.6		1	6	6			1
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.9		3	7	4			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.1		5	5	4			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.6		2	5	7			
IIB. INSTRUCTIONAL SKILLS	3.9		37	72	59			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.9		3	7	4			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.8		2	7	5			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.0		3	8	3			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.9		3	6	5			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.6		1	6	7			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.6		9	4	1			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.9		4	5	5			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.9		3	6	5			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.4			6	8			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.9		3	6	5			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.9		3	6	5			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.8		3	5	6			
IIC. CLASSROOM MANAGEMENT SKILLS	4.1		46	34	32			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.3		7	4	3			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.1		7	2	5			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.4		9	1	4			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.8		2	7	5			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.3		6	6	2			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.1		5	5	4			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.1		5	6	3			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.9		5	3	6			
III. STUDENT/TEACHER RELATIONSHIPS	4.2		52	50	24			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.1		5	6	3			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.3		6	6	2			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.4		7	6	1			
4. TREATS STUDENTS IMPARTIALLY	4.1		5	5	4			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.0		4	6	4			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.1		5	6	3			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.3		6	6	2			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.4		8	3	3			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.3		6	6	2			

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COMPETENCIES BY RANK ORDER
FOR TEACHERS AT SUNSET VALLEY IN 1981-82
(NUMBER OF TEACHERS RATED = 014)                                  RATING
                                                                  ------
 IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM      4.57
 III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                4.43
 III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP     4.36
 IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST             4.36
 III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING     4.29
 III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS        4.29
 III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS         4.29
 IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                 4.29
 IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG     4.29
 III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST     4.14
 III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                    4.14
 IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                4.14
 IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS       4.14
  IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS         4.14
  IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                       4.14
 III4. TREATS STUDENTS IMPARTIALLY                                 4.07
 IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                   4.07
 IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION      4.07
 III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS       4.00
 IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES       4.00
  IA6. SHOWS ENTHUSIASM FOR WORK                                   4.00
 IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK     3.93
 IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU      3.93
 IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                 3.93
 IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT        3.93
  IA8. DEMONSTRATES PROFESSIONAL GROWTH                            3.93
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY              3.86
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG      3.86
 IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING     3.86
 IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT        3.86
  IA4. PRESENTS AN EFFECTIVE ROLE MODEL                            3.86
 IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT            3.79
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS     3.79
 IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES        3.79
  IA1. IS PUNCTUAL                                                 3.79
 IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM      3.64
 IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                   3.64
 IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS           3.62
 IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT             3.57
  IA3. EXHIBITS POISE AND SELF-CONTROL                             3.57
 IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                3.43
  IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS          3.43
  IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                      3.36
  IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                     3.36
  IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE       3.29
  IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                   3.29
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1981-82 SUMMARY OF TEACHER EVALUATIONS FOR TRAVIS HEIGHTS (JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

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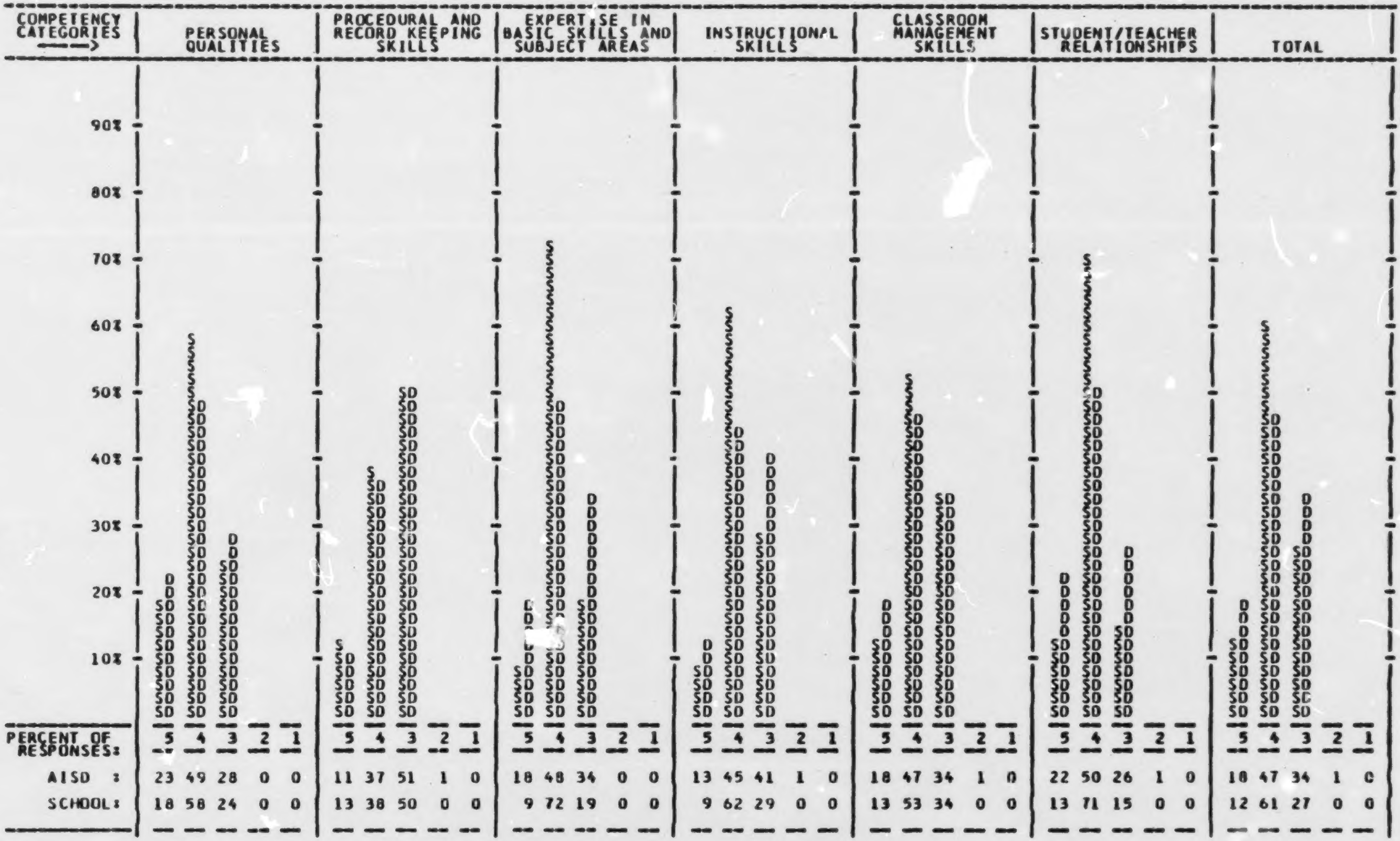

COMPETENCY CATEGORIES ——>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	23	49	28	0	0	11	37	51	1	0	18	48	34	0	0	13	45	41	1	0	18	47	34	1	0	22	50	26	1	0	18	47	34	1	0
SCHOOL:	18	58	24	0	0	13	38	50	0	0	9	72	19	0	0	9	62	29	0	0	13	53	34	0	0	13	71	15	0	0	12	61	27	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS: TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 016

741

742

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT TRAVIS HEIGHTS IN 1981-82
(NUMBER OF TEACHERS RATED = 016)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.9		26	84	34			
1. IS PUNCTUAL	4.1		4	10	2			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.9		1	12	3			
3. EXHIBITS POISE AND SELF-CONTROL	3.8		1	11	4			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.2		7	5	4			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.8			12	4			
6. SHOWS ENTHUSIASM FOR WORK	4.0		5	6	5			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.1		4	10	2			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.6		2	6	8			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.0		2	12	2			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.6		6	18	24			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.6		1	7	8			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.7		2	7	7			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.6		3	4	9			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.9		7	56	15			2
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.1		2	14				
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.0			14				2
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.7		2	7	7			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.8		2	9	5			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.9		1	12	3			
IIB. INSTRUCTIONAL SKILLS	3.8		17	119	55			1
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.7		1	9	6			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.8		1	11	4			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.0		3	10	3			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.9			14	2			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.8		1	11	4			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.1		4	9	3			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.7			11	5			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.8		2	9	5			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	4.0		4	8	4			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.6			10	6			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.5			8	8			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.7		1	9	5			1
IIC. CLASSROOM MANAGEMENT SKILLS	3.8		16	68	44			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.0		4	8	4			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.8		2	9	5			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.5		1	6	9			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.5		1	6	9			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.3		5	10	1			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.8		2	9	5			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.8		1	10	5			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.6			10	6			
III. STUDENT/TEACHER RELATIONSHIPS	4.0		19	102	22			1
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.1		3	12	1			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.1		4	9	3			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.9		2	11	3			
4. TREATS STUDENTS IMPARTIALLY	3.9		1	13	2			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.9			15	1			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.1		4	9	3			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.7		1	9	6			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.1		3	11	2			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.0		1	13	1			1

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COMPETENCIES BY RANK ORDER
FOR TEACHERS AT TRAVIS HEIGHTS IN 1981-82
(NUMBER OF TEACHERS RATED = 016)                                     RATING
                                                                     ------
 IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                    4.25
  IA4. PRESENTS AN EFFECTIVE ROLE MODEL                               4.19
 III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                       4.13
 IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                      4.13
  IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                          4.13
  IA1. IS PUNCTUAL                                                    4.13
 III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP        4.06
 III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST        4.06
 III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS            4.06
 IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM         4.06
 III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING        4.00
 IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG        4.00
 IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                   4.00
 IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES          4.00
 IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS              4.00
  IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS            4.00
  IA6. SHOWS ENTHUSIASM FOR WORK                                      4.00
 III5. IS ABAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS          3.94
 III4. TREATS STUDENTS IMPARTIALLY                                    3.94
 III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                   3.94
 IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT           3.88
 IIA5. TEACHES LESSONS AND UNITS THAT RETLECT AISD CURRICULUM         3.88
  IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS             3.88
 IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                      3.81
 IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS          3.81
 IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING        3.81
 IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT                3.81
 IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES           3.81
 IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION         3.81
  IA3. EXHIBITS POISE AND SELF-CONTROL                                3.81
 IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                   3.75
  IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                        3.75
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS        3.73
 III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS           3.69
 IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU         3.69
 IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                    3.69
 IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT           3.69
  IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE          3.69
 IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK        3.63
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG         3.63
  IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                         3.63
  IA8. DEMONSTRATES PROFESSIONAL GROWTH                               3.63
  IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                      3.56
 IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT               3.50
 IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST                3.50
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY                 3.50
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1981-82 SUMMARY OF TEACHER EVALUATIONS FOR WALNUT CREEK (JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

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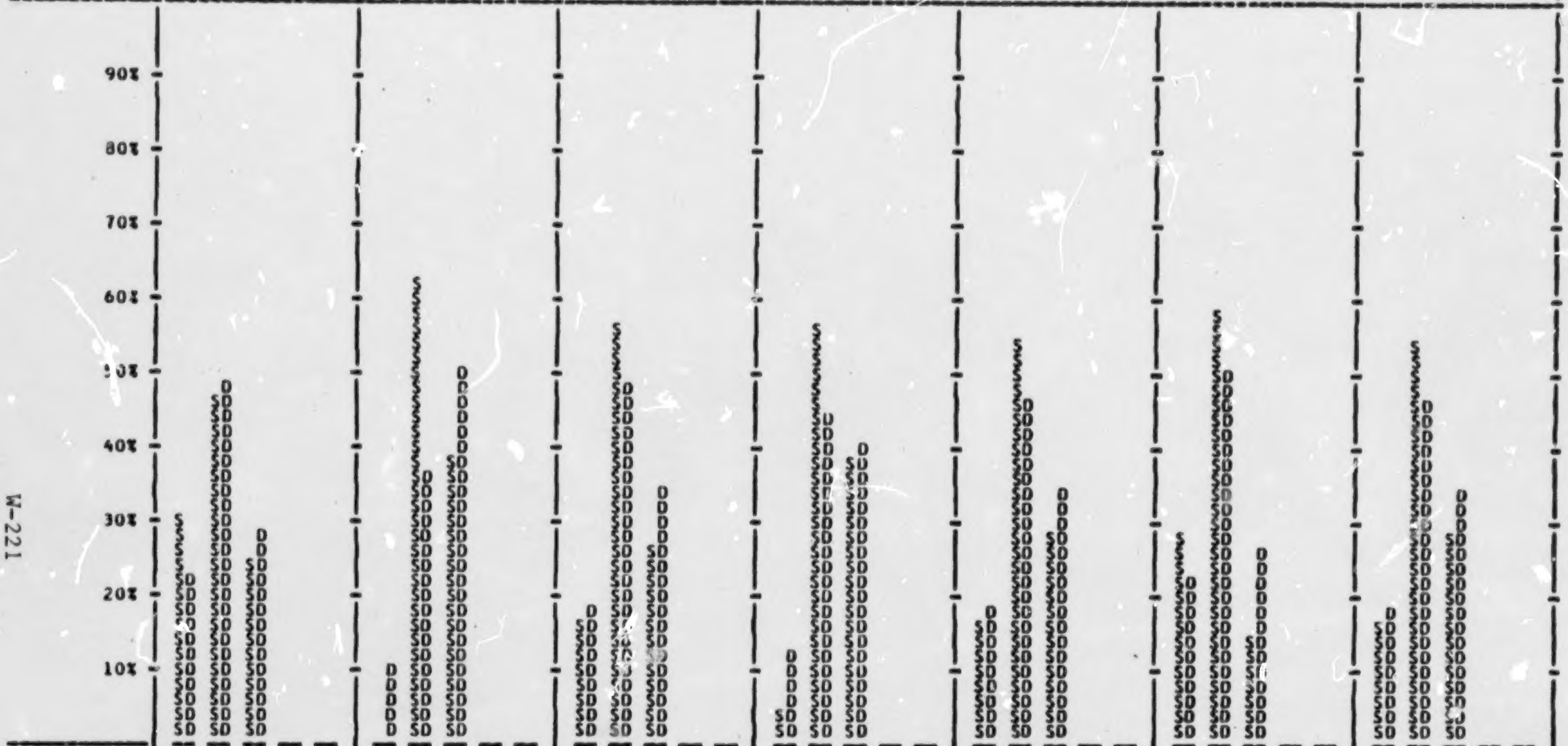

COMPETENCY CATEGORIES ——>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	23	49	28	0	0	11	37	51	1	0	18	48	34	0	0	13	45	41	1	0	18	47	34	1	0	22	50	26	1	0	18	47	34	1	0
SCHOOL:	30	46	24	0	0	0	62	38	0	0	17	56	27	0	0	5	56	39	0	0	17	55	28	0	0	28	58	14	0	0	17	55	28	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS: TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 010

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT WALNUT CREEK IN 1981-82
(NUMBER OF TEACHERS RATED = 010)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.1		27	41	22			
1. IS PUNCTUAL	4.1		4	3	3			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.4		6	2	2			
3. EXHIBITS POISE AND SELF-CONTROL	3.8		2	4	4			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.2		3	6	1			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.0		3	4	3			
6. SHOWS ENTHUSIASM FOR WORK	3.9		2	5	3			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.1		2	7	1			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.9		1	7	2			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.1		4	3	3			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.6			18	11			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.7			6	3			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.6			6	4			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.5			6	4			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.9		8	27	13			2
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.0		2	6	2			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.4			3	5			2
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.7		1	5	4			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.0		2	6	2			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.3		3	7				
IIB. INSTRUCTIONAL SKILLS	3.7	1	6	67	46			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.7			7	3			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.7			7	3			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.7		1	5	4			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.7		1	5	4			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.4			4	6			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.8			8	2			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.7			7	3			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.7		2	3	5			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.6			6	4			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.6			6	4			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.7			7	3			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.7	1	2	2	5			
IIC. CLASSROOM MANAGEMENT SKILLS	3.9		13	43	22			2
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.3		4	5	1			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.8		1	6	3			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.7			6	3			1
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.8			7	2			1
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.1		2	7	1			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.6		2	2	6			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.3		4	5	1			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.5			5	5			
III. STUDENT/TEACHER RELATIONSHIPS	4.1		25	52	13			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.3		3	7				
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.0		2	6	2			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.2		4	4	2			
4. TREATS STUDENTS IMPARTIALLY	4.1		3	5	2			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.0		2	6	2			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.2		4	4	2			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.1		1	9				
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.0		1	8	1			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.3		5	3	2			

COMPETENCIES BY RANK ORDER
FOR TEACHERS AT WALNUT CREEK IN 1981-82
(NUMBER OF TEACHERS RATED = 010)

		RATING
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.40
IID9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.30
IID1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.30
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.30
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.30
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.30
IID6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.20
IID3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.20
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	4.20
IID7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.10
IID4.	TREATS STUDENTS IMPARTIALLY	4.10
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.10
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	4.10
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.10
IA1.	IS PUNCTUAL	4.10
IID8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	4.00
IID5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.00
IID2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.00
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.00
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.00
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	4.00
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	3.90
IA6.	SHOWS ENTHUSIASM FOR WORK	3.90
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.80
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.80
IA3.	EXHIBITS POISE AND SELF-CONTROL	3.80
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.78
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.70
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.70
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.70
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.70
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.70
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.70
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.70
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.70
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.67
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.67
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.67
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.60
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.60
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.60
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.60
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.60
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.50
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.40
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.38

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1981-82 SUMMARY OF TEACHER EVALUATIONS FOR WEBB

(JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

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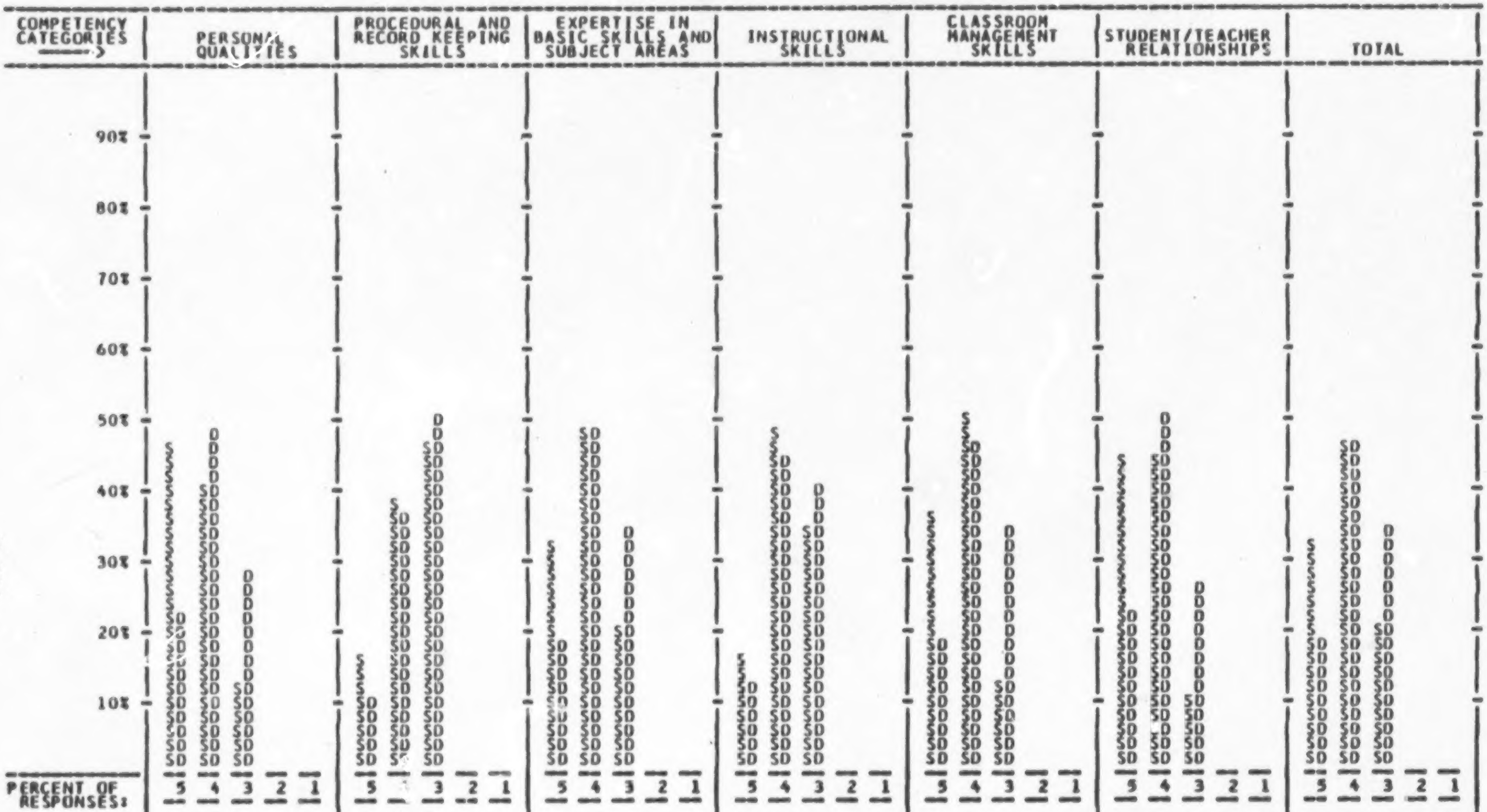

PERCENT OF RESPONSES:	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	23	49	28	0	0	11	37	51	1	0	18	48	34	0	0	13	45	41	1	0	18	47	34	1	0	22	50	26	1	0	18	47	34	1	0
SCHOOL:	47	41	12	0	0	16	38	47	0	0	32	48	20	0	0	16	49	35	0	0	37	50	13	0	0	44	45	10	0	0	33	46	21	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 015

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT WEBB IN 1981-82
(NUMBER OF TEACHERS RATED = 015)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.4		64	55	16			
1. IS PUNCTUAL	4.0		7	1	7			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.5		8	6	1			
3. EXHIBITS POISE AND SELF-CONTROL	4.5		8	6	1			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.5		7	8				
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.5		8	6	1			
6. SHOWS ENTHUSIASM FOR WORK	4.5		8	6	1			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.5		8	7				
8. DEMONSTRATES PROFESSIONAL GROWTH	4.1		4	8	3			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.3		6	7	2			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.7		7	17	21			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.7		3	5	7			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.7		2	6	7			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.7		2	6	7			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.1		24	36	15			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.3		5	9	1			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.3		6	8	1			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.9		5	4	6			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.3		5	9	1			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.8		3	6	6			
IIB. INSTRUCTIONAL SKILLS	3.8		28	89	63			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.9		2	10	3			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.9		2	10	3			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.0		4	7	4			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.7		1	8	6			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.5		1	6	8			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.8		3	6	6			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.0		3	9	3			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.9		4	5	6			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.7		3	5	7			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.7		1	8	6			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.5		1	6	8			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	4.0		3	9	3			
IIC. CLASSROOM MANAGEMENT SKILLS	4.2		44	60	16			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.6		9	6				
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.4		8	5	2			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.2		5	8	2			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.1		3	11	1			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.1		5	7	3			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.2		5	8	2			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.3		6	7	2			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.9		3	8	4			
III. STUDENT/TEACHER RELATIONSHIPS	4.3		60	61	14			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.4		8	5	2			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.2		5	8	2			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.5		7	8				
4. TREATS STUDENTS IMPARTIALLY	4.5		7	8				
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.5		9	5	1			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.3		6	7	2			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.3		7	5	3			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.4		6	9				
9. [illegible] AR[illegible] THE[illegible]M T[illegible]ILIT[illegible] IND[illegible]UAL [illegible]NING	[illegible]		5	6	4			

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81.71

COMPETENCIES BY RANK ORDER
FOR TEACHERS AT WEBB IN 1981-82
(NUMBER OF TEACHERS RATED = 015)

	RATING
IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.60
III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.53
IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.53
III4. TREATS STUDENTS IMPARTIALLY	4.47
III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.47
IA6. SHOWS ENTHUSIASM FOR WORK	4.47
IA5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.47
IA4. PRESENTS AN EFFECTIVE ROLE MODEL	4.47
IA3. EXHIBITS POISE AND SELF-CONTROL	4.47
IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.47
III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	4.40
III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.40
IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.40
IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.33
III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.27
III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.27
IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.27
IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.27
IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.27
IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	4.27
III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.20
IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.20
IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.20
IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.13
IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.13
III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.07
IA8. DEMONSTRATES PROFESSIONAL GROWTH	4.07
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	4.00
IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.00
IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	4.00
IA1. IS PUNCTUAL	4.00
IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.93
IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.93
IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.93
IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.93
IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.87
IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.80
IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.80
IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.73
IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.73
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.67
IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.67
IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.67
IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.67
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.53
IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.53

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1981-82 SUMMARY OF TEACHER EVALUATIONS FOR WILLIAMS

(JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

81.71

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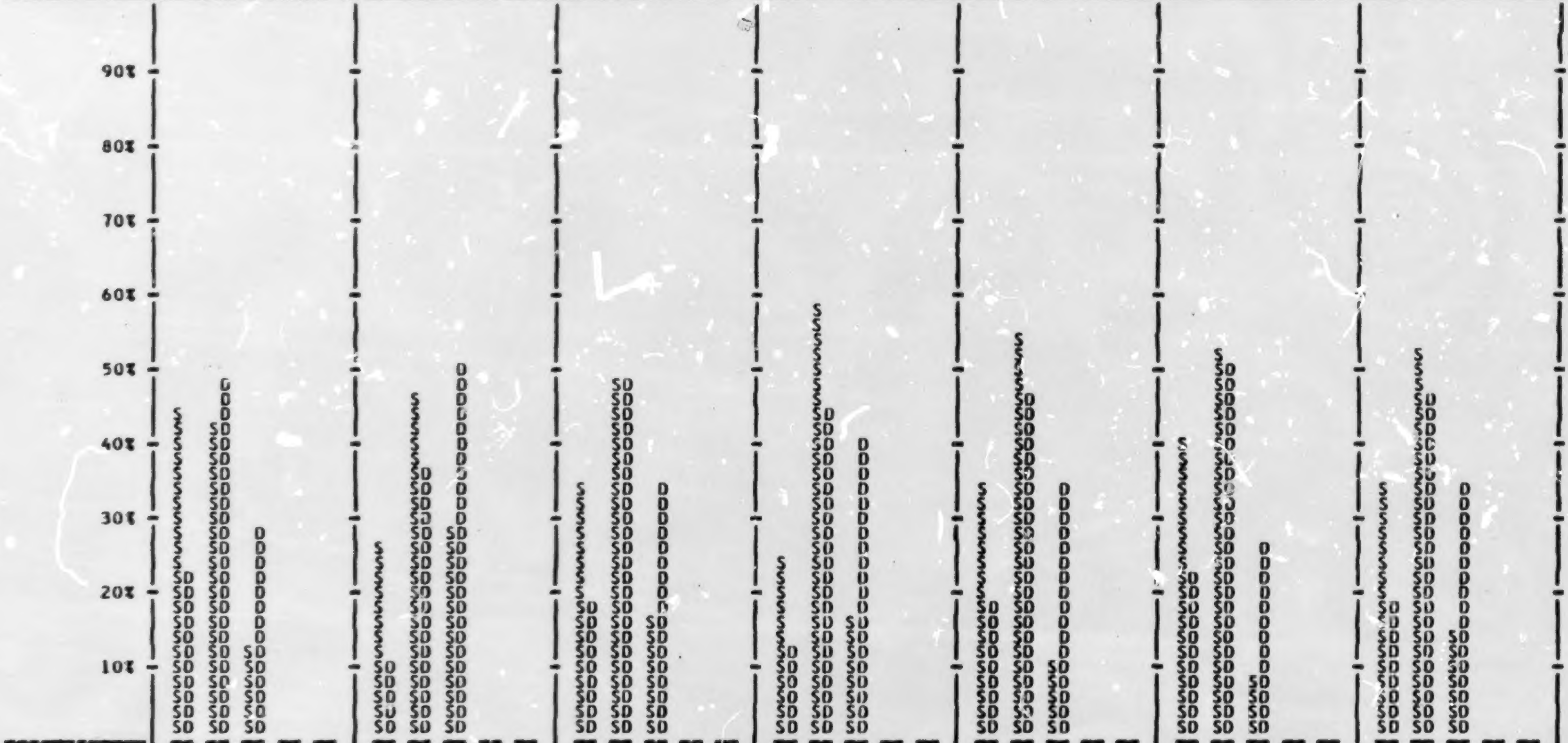

COMPETENCY CATEGORIES ——>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	23	49	28	0	0	11	37	51	1	0	18	48	34	0	0	13	45	41	1	0	18	47	34	1	0	22	50	26	1	0	18	47	34	1	0
SCHOOL:	44	43	13	0	0	26	46	28	0	0	35	48	17	0	0	25	59	16	0	0	35	54	10	0	0	40	53	8	0	0	35	52	14	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 027

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT WILLIAMS IN 1981-82
(NUMBER OF TEACHERS RATED = 027)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.3		107	104	32			
1. IS PUNCTUAL	4.4		12	13	2			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.2		12	9	6			
3. EXHIBITS POISE AND SELF-CONTROL	4.3		11	12	4			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.3		12	11	4			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.2		9	14	4			
6. SHOWS ENTHUSIASM FOR WORK	4.5		15	11	1			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.5		16	9	2			
8. DEMONSTRATES PROFESSIONAL GROWTH	4.1		8	14	5			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.3		12	11	4			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	4.0	1	21	37	22			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	4.0		8	11	8			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.9	1	6	12	8			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	4.0		7	14	6			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.2	7	44	61	22			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.4		14	11	2			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.2	7	5	14	1			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.9		6	13	8			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.3		11	12	4			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.0		8	11	7			
IIB. INSTRUCTIONAL SKILLS	4.1	5	78	186	49			1
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.0		3	19	4			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.1		6	16	4			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.1		7	15	4			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.1		7	15	4			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	4.2		7	16	3			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.4		13	11	3			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.2		9	14	4			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.0		5	17	5			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	4.1		6	17	4			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.9	2	3	17	5			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.9	2	3	17	5			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	4.2	1	9	12	4			1
IIC. CLASSROOM MANAGEMENT SKILLS	4.2	3	75	116	22			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.3		12	12	3			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.4		13	11	3			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.4		13	12	2			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.3		10	14	3			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.3		9	16	2			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.1		4	21	2			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.3		12	11	4			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	4.0	3	2	19	3			
III. STUDENT/TEACHER RELATIONSHIPS	4.3		96	128	19			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.3		10	15	2			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.2		8	16	3			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.5		15	10	2			
4. TREATS STUDENTS IMPARTIALLY	4.4		12	13	2			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.4		13	12	2			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.4		13	12	2			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.3		9	16	2			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.2		8	17	2			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.2		8	17	2			

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COMPETENCIES BY RANK ORDER
FOR TEACHERS AT WILLIAMS IN 1981-82
(NUMBER OF TEACHERS RATED = 027)

	RATING
IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.52
IA6. SHOWS ENTHUSIASM FOR WORK	4.52
IIE3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.48
IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.44
IIE6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.41
IIE5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.41
IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.41
IIE4. TREATS STUDENTS IMPARTIALLY	4.37
IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.37
IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.37
IA1. IS PUNCTUAL	4.37
IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.33
IIE1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.30
IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.30
IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	4.30
IA4. PRESENTS AN EFFECTIVE ROLE MODEL	4.30
IIE7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.26
IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.26
IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.26
IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.26
IA3. EXHIBITS POISE AND SELF-CONTROL	4.26
IIE9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.22
IIE8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	4.22
IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.22
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	4.20
IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.20
IIE2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.19
IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.19
IA5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.19
IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	4.15
IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.12
IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	4.12
IA8. DEMONSTRATES PROFESSIONAL GROWTH	4.11
IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.08
IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.07
IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	4.07
IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.04
IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	4.04
IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.00
IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES	4.00
IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.96
IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.96
IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.93
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.92
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.92
IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.92

1981-82 SUMMARY OF TEACHER EVALUATIONS FOR WINN (JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

81.71

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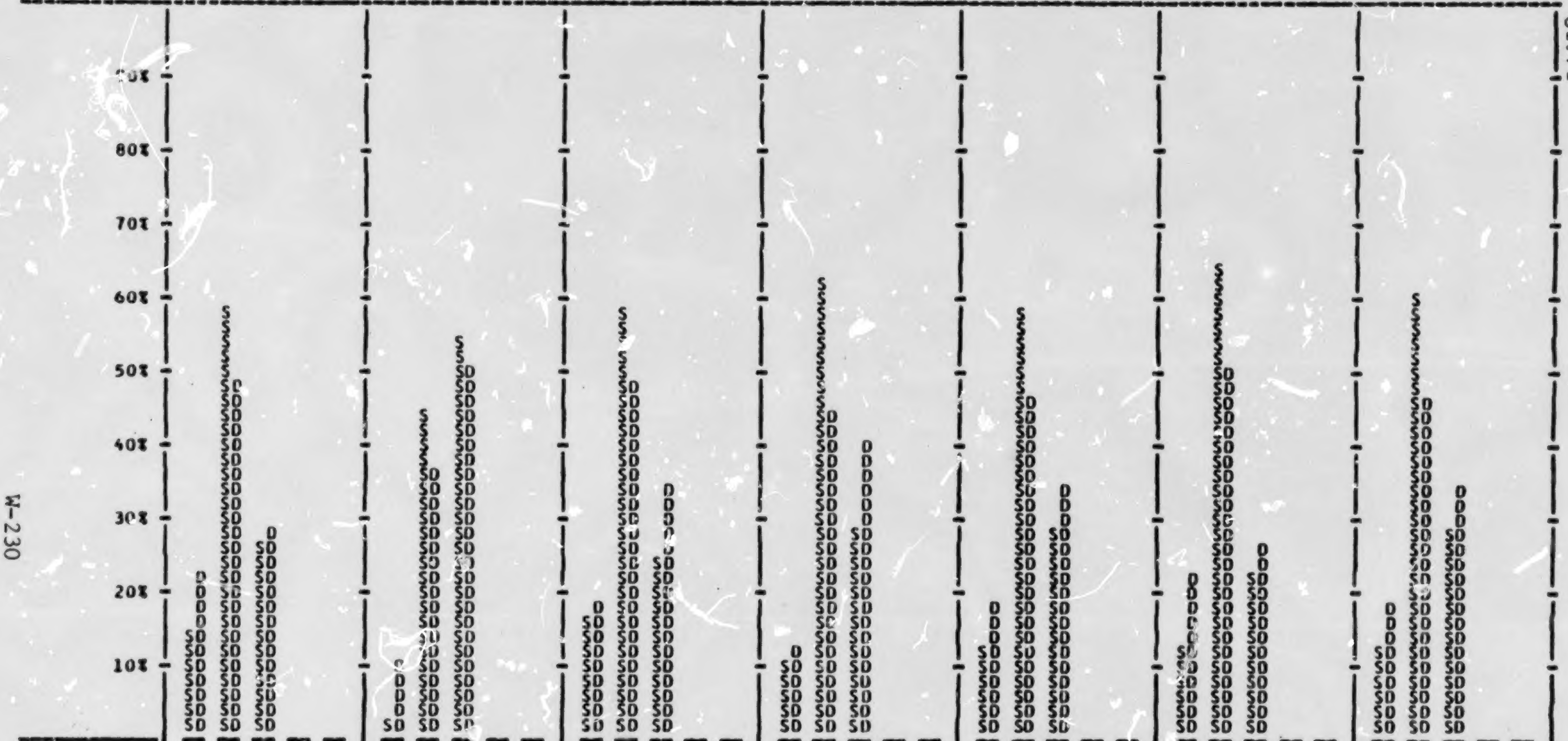

COMPETENCY CATEGORIES ——>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	23	49	28	0	0	11	37	51	1	0	18	48	34	0	0	13	45	41	1	0	18	47	34	1	0	22	50	26	1	0	18	47	34	1	0
SCHOOL:	15	58	27	0	0	3	44	54	0	0	17	59	24	0	0	10	62	28	0	0	12	59	29	0	0	13	64	23	0	0	12	60	28	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS: TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 013

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT WINN IN 1981-82
(NUMBER OF TEACHERS RATED = 013)

81.71

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.9		17	68	32			
1. IS PUNCTUAL	3.8		2	6	5			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.6			8	5			
3. EXHIBITS POISE AND SELF-CONTROL	3.8		1	8	4			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.0		1	11	1			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.7			9	4			
6. SHOWS ENTHUSIASM FOR WORK	4.4		5	8				
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.3		5	7	1			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.5		1	4	8			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.8		2	7	4			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.5		1	1[illegible]	21			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.5			6	7			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.6		1	6	6			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.4			5	8			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.9		11	37	15			2
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.0		2	9	2			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.8			9	2			2
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.1		4	6	3			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.3		5	7	1			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.5			6	7			
IIB. INSTRUCTIONAL SKILLS	3.8		15	97	44			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.0		1	11	1			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.9		1	10	2			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.9		2	8	3			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.2		3	9	1			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.5		1	4	8			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.9		1	10	2			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.9			12	1			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.2		3	9	1			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.6		2	4	7			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.5		1	5	7			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.6			8	5			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.5			7	6			
IIC. CLASSROOM MANAGEMENT SKILLS	3.8		12	65	30			2
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.8		1	8	4			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.3		5	7	1			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.8		1	8	4			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.5			6	7			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.0		2	9	2			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.1		2	10	1			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.8		1	8	4			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.4			4	7			2
III. STUDENT/TEACHER RELATIONSHIPS	3.9		15	75	27			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.0		1	11	1			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.8		2	7	4			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.8		1	9	3			
4. TREATS STUDENTS IMPARTIALLY	3.8		2	7	4			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.9		2	8	3			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.3		4	9				
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.8		1	9	3			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.9		1	10	2			
9. [illegible]S A[illegible] TH[illegible]H [illegible]CIL[illegible] IN[illegible]DUAL [illegible]RNIN[illegible]	[illegible]5		1	5	7			

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COMPETENCIES BY RANK ORDER
FOR TEACHERS AT WINN IN 1981-82
(NUMBER OF TEACHERS RATED = 013)                                  RATING
                                                                  ------
 IA6. SHOWS ENTHUSIASM FOR WORK                                    4.38
III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST     4.31
IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS       4.31
IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION      4.31
 IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                        4.31
IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING     4.15
IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT        4.15
IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                   4.08
IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT        4.08
III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                    4.00
IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                 4.00
IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                 4.00
IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                   4.00
 IA4. PRESENTS AN EFFECTIVE ROLE MODEL                             4.00
III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP     3.92
III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS       3.92
IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU      3.92
IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM      3.92
IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES       3.92
IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES        3.92
III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS        3.85
III4. TREATS STUDENTS IMPARTIALLY                                 3.85
III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                3.85
III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS         3.85
 IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS          3.85
IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS           3.82
IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                3.77
IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST             3.77
IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG     3.77
 IA3. EXHIBITS POISE AND SELF-CONTROL                              3.77
 IA1. IS PUNCTUAL                                                  3.77
 IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                      3.69
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY             3.62
IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                3.62
 IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE        3.62
 IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS           3.62
III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING     3.54
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS    3.54
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG     3.54
IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT            3.46
IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT             3.46
IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM      3.46
 IC1. COMPLIES WITH ALL POLICIES AND PROCEDURES                    3.46
 IA8. DEMONSTRATES PROFESSIONAL GROWTH                             3.46
 IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                       3.38
IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK     3.36
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1981-82 SUMMARY OF TEACHER EVALUATIONS FOR WOOLDRIDGE

(JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

81.71

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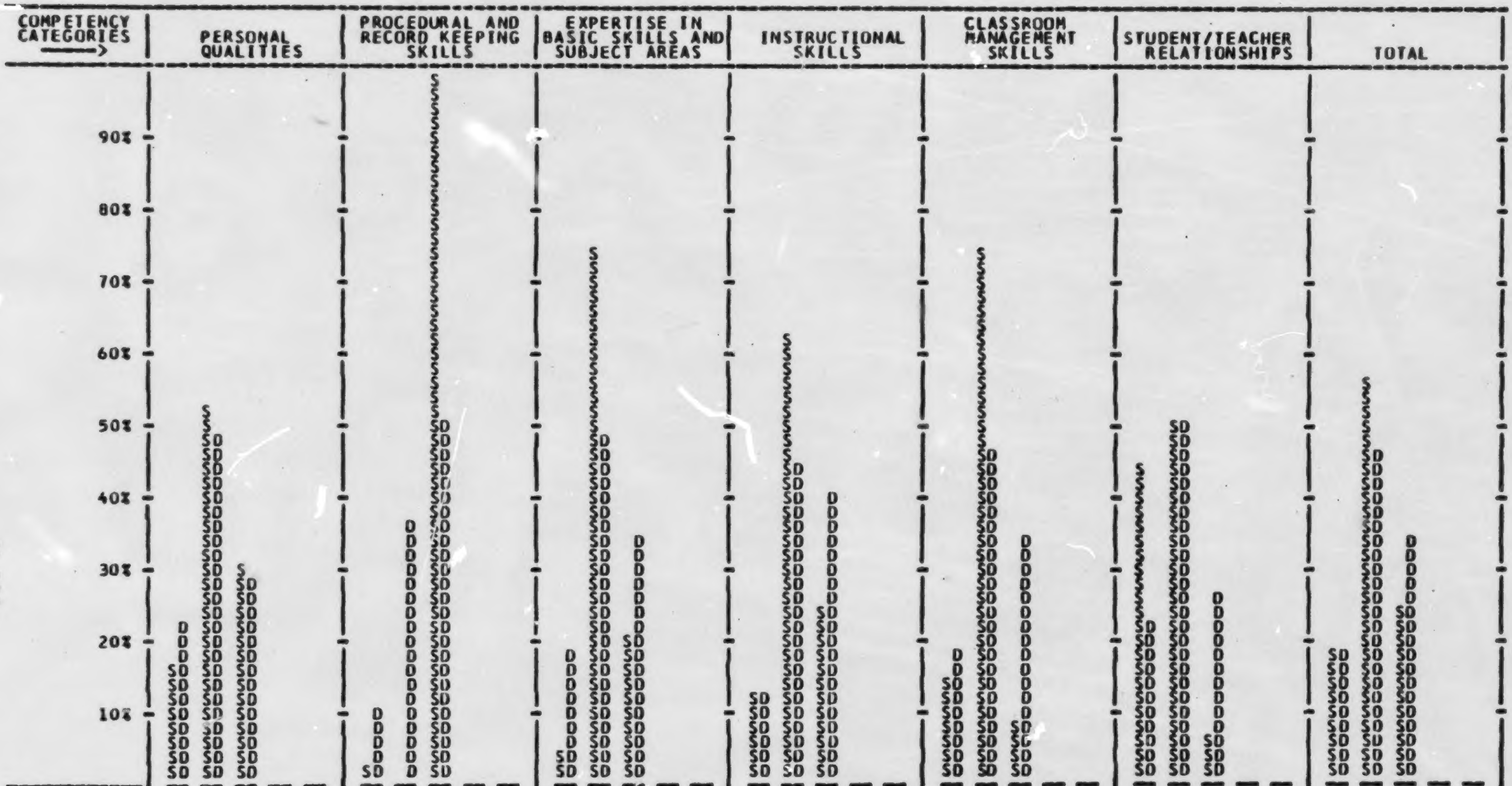

	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	23	49	28	0	0	11	37	51	1	0	18	48	34	0	0	13	45	41	1	0	18	47	34	1	0	22	50	26	1	0	18	47	34	1	0
SCHOOL:	17	52	30	0	0	2	0	98	0	0	4	75	20	0	0	13	62	25	0	0	15	75	9	0	0	45	50	6	0	0	19	57	24	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS: TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 014

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT WOOLDRIDGE IN 1981-82
(NUMBER OF TEACHERS RATED = 014)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.9		22	66	38			
1. IS PUNCTUAL	3.2			3	11			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.3			4	10			
3. EXHIBITS POISE AND SELF-CONTROL	3.7			10	4			
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.9		2	8	4			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.9		1	10	3			
6. SHOWS ENTHUSIASM FOR WORK	4.4		6	8				
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.5		7	7				
8. DEMONSTRATES PROFESSIONAL GROWTH	3.9		3	7	4			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.1		3	9	2			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.0		1		41			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.0				14			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.0				14			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.1		1		13			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.8	1	3	52	14			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.8			11	3			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.8			11	3			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.0		2	10	2			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.0		1	12	1			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.6	1		8	5			
IIB. INSTRUCTIONAL SKILLS	3.9	14	20	95	39			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.8	1	1	8	4			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.8	1	2	7	4			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.8	1	1	9	3			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.8	1	1	8	4			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.7	1	1	7	5			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.8		1	9	4			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.2	1	3	9	1			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.9	1	3	6	4			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.9	1	1	10	2			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.8	1	2	7	4			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.8	1	2	7	4			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	4.2	4	2	8				
IIC. CLASSROOM MANAGEMENT SKILLS	4.1	6	16	80	10			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.1		3	9	2			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.0	1	1	11	1			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.9	1		12	1			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.9	1		12	1			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.1		3	10	1			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.2		5	7	2			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.1	1	2	10	1			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	4.1	2	2	9	1			
III. STUDENT/TEACHER RELATIONSHIPS	4.4	1	56	62	7			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.4		6	7	1			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.5		8	5	1			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.4		7	5	2			
4. TREATS STUDENTS IMPARTIALLY	4.4		7	6	1			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.6		9	5				
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.4		7	6	1			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.4		5	9				
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.4		5	9				
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.1	1	2	10	1			

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COMPETENCIES BY RANK ORDER
FOR TEACHERS AT WOOLDRIDGE IN 1981-82
(NUMBER OF TEACHERS RATED = 014)

		RATING
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.64
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.50
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.50
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.43
III4.	TREATS STUDENTS IMPARTIALLY	4.43
IA6.	SHOWS ENTHUSIASM FOR WORK	4.43
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	4.36
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.36
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.36
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.36
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.21
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	4.20
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.15
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.14
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.08
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	4.08
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.08
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.07
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	4.07
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.00
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.00
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.00
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	3.93
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.92
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.92
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.92
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.92
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	3.86
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	3.86
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.85
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.85
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.85
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.85
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.79
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.79
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.79
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.77
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.77
IA3.	EXHIBITS POISE AND SELF-CONTROL	3.71
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.69
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.62
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.29
IA1.	IS PUNCTUAL	3.21
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.14
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.00
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.00

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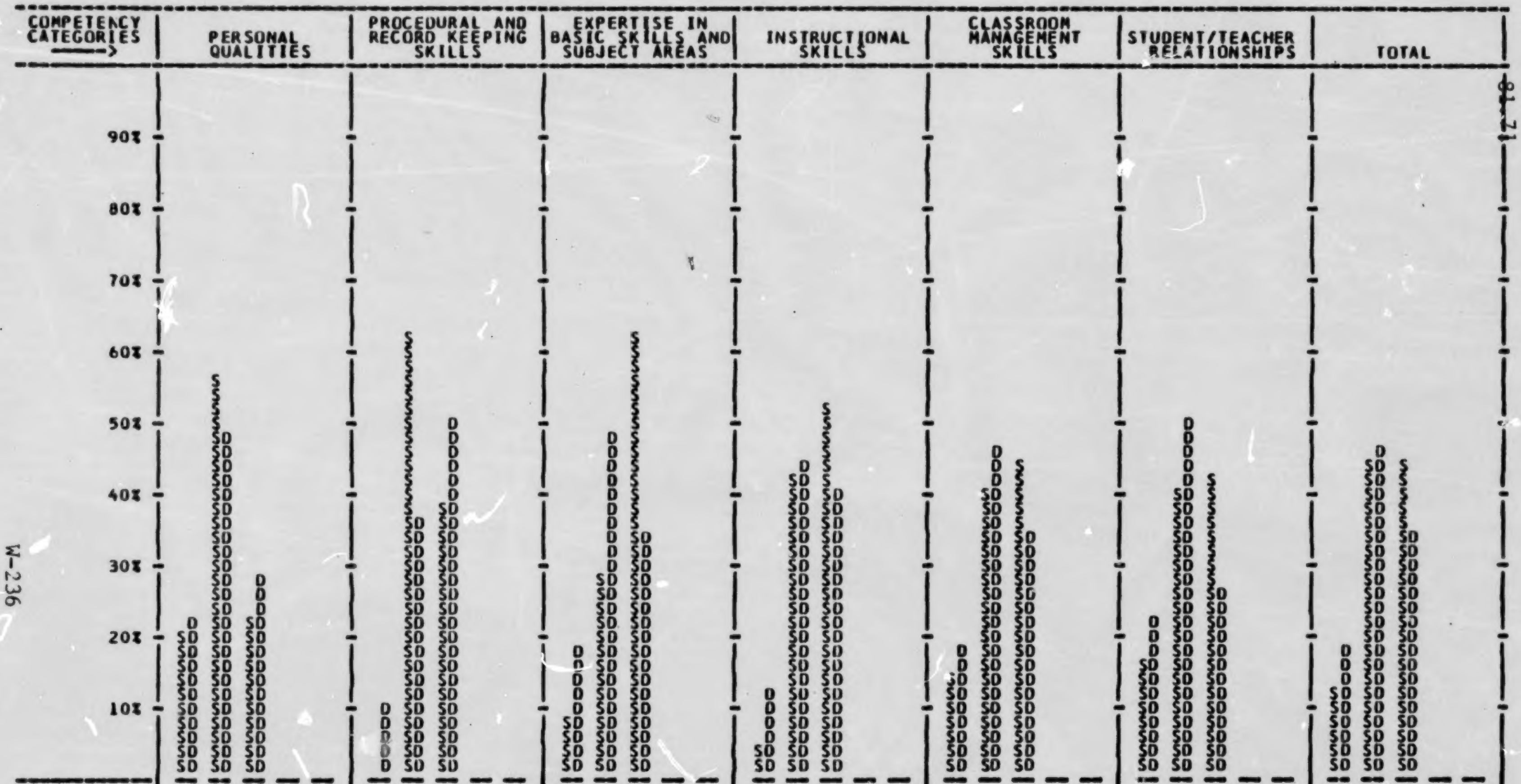
1981-82 SUMMARY OF TEACHER EVALUATIONS FOR WOOTEN (JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.



PERCENT OF RESPONSES:	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	23	49	28	0	0	11	37	51	1	0	18	48	34	0	0	13	45	41	1	0	18	47	34	1	0	22	50	26	1	0	18	47	34	1	0
SCHOOL:	21	56	23	0	0	0	62	38	0	0	9	29	63	0	0	5	42	53	0	0	14	41	45	0	0	16	41	43	0	0	12	44	44	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS: TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 007

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT WOOTEN IN 1981-82
(NUMBER OF TEACHERS RATED = 007)

81.71

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	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.0		13	35	14			
1. IS PUNCTUAL	4.0		1	5	1			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.1		3	2	2			
3. EXHIBITS POISE AND SELF-CONTROL	3.7			5	2			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.0		1	5	1			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.6			4	3			
6. SHOWS ENTHUSIASM FOR WORK	4.4		3	4				
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.6		5	1	1			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.7			4	2			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.7			5	2			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.6			13	8			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.7			5	2			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.6			4	3			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.6			4	3			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.5		3	10	22			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.3			2	5			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.3			2	5			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.4		1	1	5			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.7		1	3	3			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.6		1	2	4			
IIB. INSTRUCTIONAL SKILLS	3.5	3	4	34	43			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.4			3	4			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.6			4	3			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.6		1	2	4			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.6		1	2	4			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.3			2	5			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.9		1	4	2			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.4			3	4			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.6			4	3			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.3	1	1		5			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.6			4	3			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.5	1		3	3			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.5	1		3	3			
IIC. CLASSROOM MANAGEMENT SKILLS	3.7		8	23	25			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.0		2	3	2			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.9		1	4	2			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.6		1	2	4			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.1			1	6			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.7		1	3	3			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.6			4	3			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.0		2	3	2			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.7		1	3	3			
III. STUDENT/TEACHER RELATIONSHIPS	3.7		10	26	27			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.7		1	3	3			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.6			4	3			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.7		1	3	3			
4. TREATS STUDENTS IMPARTIALLY	3.7		1	3	3			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.9		1	4	2			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.9		2	2	3			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.7		2	1	4			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.7		1	3	3			
9. [illegible] AR[illegible] THE [illegible]M TO [illegible]ILIT[illegible] IND[illegible]UAL [illegible]NING	[illegible]		1	3	3			

COMPETENCIES BY RANK ORDER
FOR TEACHERS AT WCOTEN IN 1931-82
(NUMBER OF TEACHERS RATED = 007)

		RATING
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.57
IA6.	SHOWS ENTHUSIASM FOR WORK	4.43
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.14
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.00
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.00
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	4.00
IA1.	IS PUNCTUAL	4.00
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.86
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.86
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.86
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.86
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.71
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	3.71
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.71
III4.	TREATS STUDENTS IMPARTIALLY	3.71
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.71
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.71
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.71
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.71
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.71
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.71
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	3.71
IA3.	EXHIBITS POISE AND SELF-CONTROL	3.71
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	3.67
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.57
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.57
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.57
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.57
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.57
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.57
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.57
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.57
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.57
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.57
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.57
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	3.57
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.50
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.50
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.43
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.43
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.43
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.33
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.29
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.29
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.29
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.14

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1981-82 SUMMARY OF TEACHER EVALUATIONS FOR ZAVALA

(JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

81.71

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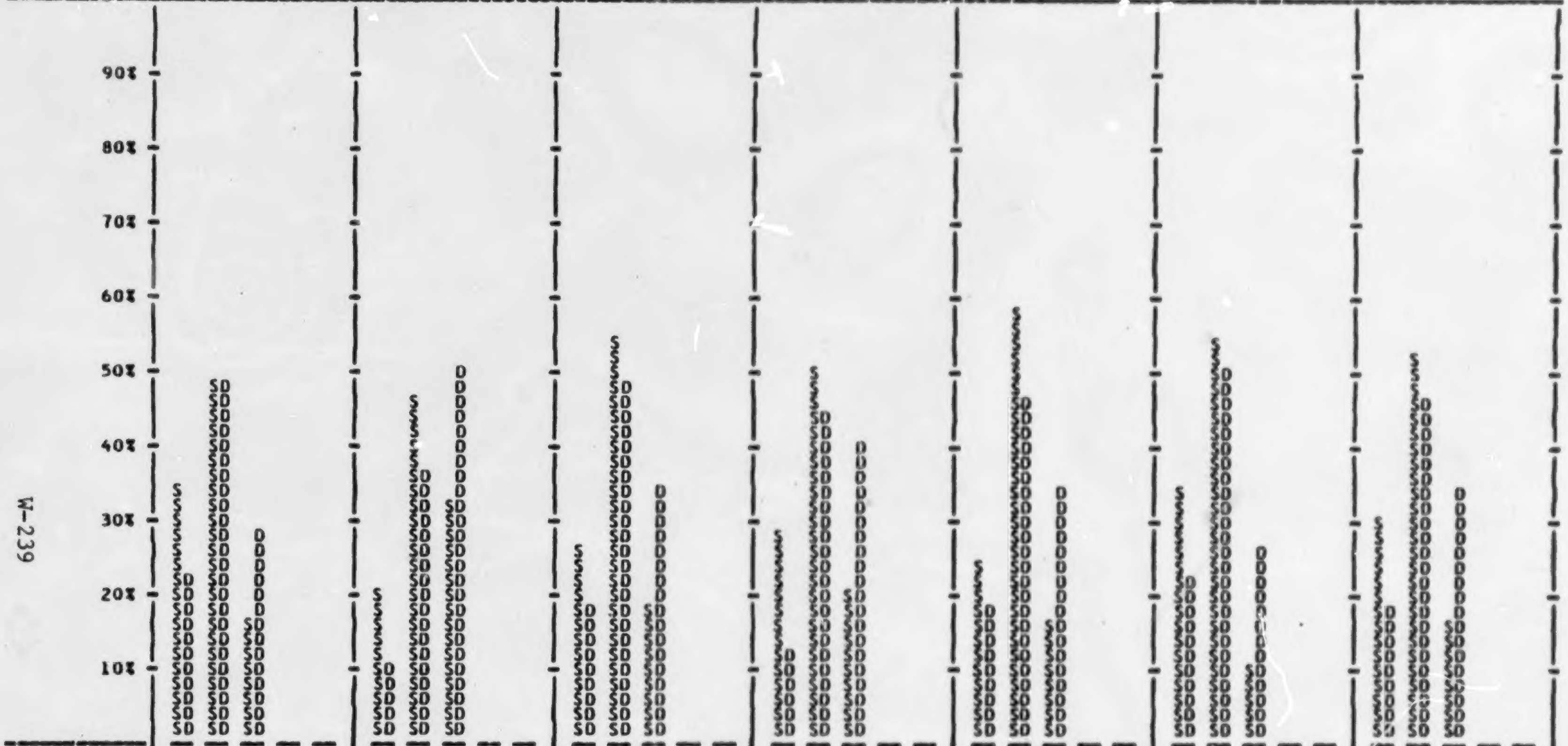

COMPETENCY CATEGORIES ——>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	23	49	28	0	0	11	37	51	1	0	18	48	34	0	0	13	45	41	1	0	18	47	34	1	0	22	50	26	1	0	18	47	34	1	0
SCHOOL:	35	49	16	0	0	21	47	32	0	0	27	55	18	0	0	29	51	20	0	0	25	58	17	0	0	34	55	11	0	0	30	53	17	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 012

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT ZAVALA IN 1981-82
(NUMBER OF TEACHERS RATED = 012)

81.71

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	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.2		38	53	17			
1. IS PUNCTUAL	4.0		5	2	5			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.3		4	7	1			
3. EXHIBITS POISE AND SELF-CONTROL	4.0		3	6	3			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.3		4	7	1			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.2		4	6	2			
6. SHOWS ENTHUSIASM FOR WORK	4.4		6	5	1			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.3		3	9				
8. DEMONSTRATES PROFESSIONAL GROWTH	4.2		5	4	3			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.3		4	7	1			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.9	2	7	16	11			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.8		3	4	5			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.9	2	2	4	4			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	4.0		2	8	2			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.1		15	31	10			4
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.0		3	5	3			1
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.2		3	6	1			2
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.9		2	6	3			1
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.0		2	8	2			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.3		5	6	1			
IIB. INSTRUCTIONAL SKILLS	4.1	3	41	71	28			1
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.0		3	6	3			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.2		4	6	2			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.2		5	4	3			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.3		5	5	2			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.9		1	9	2			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.3		4	7	1			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.0		3	6	3			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.2		4	6	2			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.9		3	5	4			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	4.2	1	3	7	1			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	4.1	1	3	5	2			1
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	4.0	1	3	5	3			
IIC. CLASSROOM MANAGEMENT SKILLS	4.1		24	56	16			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.1		3	7	2			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.1		4	5	3			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.0		1	10	1			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.2		3	8	1			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.2		3	8	1			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.1		3	7	2			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.2		5	4	3			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.9		2	7	3			
III. STUDENT/TEACHER RELATIONSHIPS	4.2		37	59	12			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.4		5	7				
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.1		3	7	2			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.0		2	8	2			
4. TREATS STUDENTS IMPARTIALLY	4.2		3	8	1			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.2		3	8	1			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.3		4	7	1			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.3		5	5	2			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.3		5	6	1			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.4		7	3	2			

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CUMPETENCIES BY RANK ORDER
FOR TEACHERS AT ZAVALA IN 1981-82
(NUMBER OF TEACHERS RATED = 0121)                                    RATING
                                                                     ------
 III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING        4.42
 III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                       4.42
  IA6. SHOWS ENTHUSIASM FOR WORK                                      4.42
 III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP        4.33
 IIA5. TEACHES LESSONS AND UNITS THAT RETLECT AISD CURRICULUM         4.33
 III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS           4.25
 III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST        4.25
 IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM         4.25
 IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT           4.25
  IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS            4.25
  IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                          4.25
  IA4. PRESENTS AN EFFECTIVE ROLE MODEL                               4.25
  IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS             4.25
 IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS              4.20
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG         4.18
 III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS          4.17
 III4. TREATS STUDENTS IMPARTIALLY                                    4.17
 IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                   4.17
 IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                    4.17
 IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT               4.17
 IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING        4.17
 IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES          4.17
 IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES           4.17
  IA8. DEMONSTRATES PROFESSIONAL GROWTH                               4.17
  IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                        4.17
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY                 4.10
 III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS            4.08
 IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                      4.08
 IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS          4.08
 IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG        4.08
 III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                   4.00
 IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST                4.00
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS        4.00
 IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU         4.00
 IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                    4.00
 IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION         4.00
 IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                      4.00
  IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                         4.00
  IA3. EXHIBITS POISE AND SELF-CONTROL                                4.00
  IA1. IS PUNCTUAL                                                    4.00
 IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK        3.92
 IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                   3.92
 IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT                3.92
 IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT           3.91
  IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                      3.83
  IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE          3.80
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1981-82 SUMMARY OF TEACHER EVALUATIONS FOR ZILKER (JUNE, 1982)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

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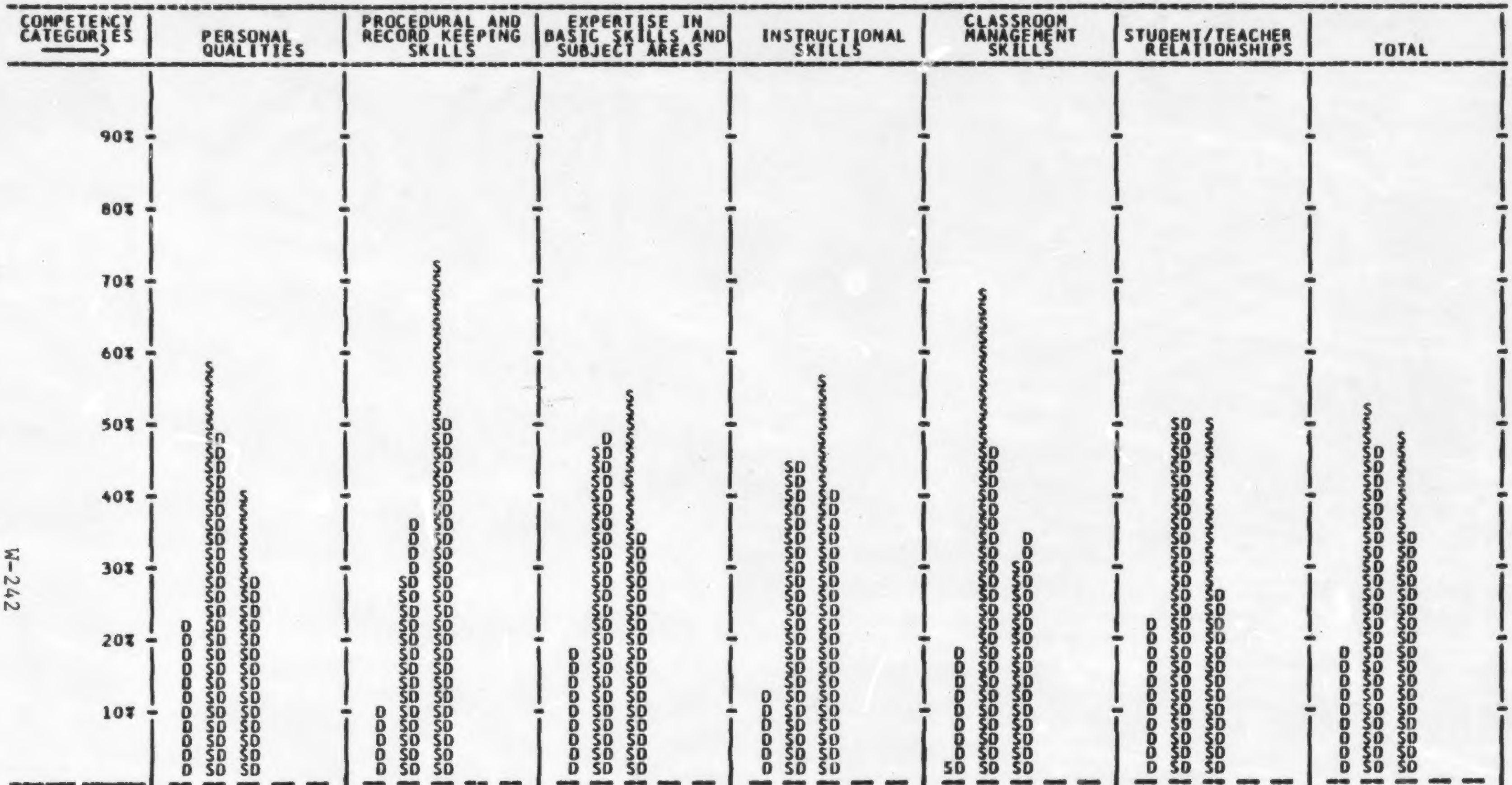

PERCENT OF RESPONSES:	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	23	49	28	0	0	11	37	51	1	0	18	48	34	0	0	13	45	41	1	0	18	47	34	1	0	22	50	26	1	0	18	47	34	1	0
SCHOOL:	0	59	41	0	0	0	28	72	0	0	0	46	54	0	0	0	44	56	0	0	2	68	30	0	0	0	50	50	0	0	0	52	48	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 006

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT ZILKER IN 1981-82
(NUMBER OF TEACHERS RATED = 006)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.6			32	22			
1. IS PUNCTUAL	3.3			2	4			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.3			2	4			
3. EXHIBITS POISE AND SELF-CONTROL	4.0			6				
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.0			6				
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.2			1	5			
6. SHOWS ENTHUSIASM FOR WORK	4.0			6				
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.8			5	1			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.2			1	5			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.5			3	3			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.3			5	13			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.2			1	5			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.3			2	4			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.3			2	4			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.5			13	15			2
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.7			4	2			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.5			2	2			2
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.5			3	3			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.7			4	2			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.0				6			
IIB. INSTRUCTIONAL SKILLS	3.4			32	40			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.3			2	4			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.5			3	3			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.8			5	1			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.8			5	1			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.8			5	1			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.7			4	2			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.3			2	4			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.8			5	1			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.2			1	5			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.0				6			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.0				6			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.0				6			
IIC. CLASSROOM MANAGEMENT SKILLS	3.7		1	32	14			1
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.2		1	5				
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.5			3	3			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.8			5	1			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.0				6			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.0			6				
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.8			5	1			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.0			6				
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.4			2	3			1
III. STUDENT/TEACHER RELATIONSHIPS	3.5			27	27			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.0			6				
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.7			4	2			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.2			1	5			
4. TREATS STUDENTS IMPARTIALLY	3.2			1	5			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.3			2	4			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.5			3	3			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.7			4	2			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.3			2	4			
9. [illegible] A[illegible] THE[illegible]M T[illegible]ILI[illegible] IND[illegible]UAL [illegible]NING	3.7			4	2			

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COMPETENCIES BY RANK ORDER
FOR TEACHERS AT ZILKER IN 1981-82
(NUMBER OF TEACHERS RATED = 006)                                   RATING
                                                                   ------
 IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG      4.17
 III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                     4.00
 IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                 4.00
 IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                  4.00
  IA6. SHOWS ENTHUSIASM FOR WORK                                    4.00
  IA4. PRESENTS AN EFFECTIVE ROLE MODEL                             4.00
  IA3. EXHIBITS POISE AND SELF-CONTROL                              4.00
 IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                    3.83
 IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST              3.83
 IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING      3.83
 IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT              3.83
 IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT         3.83
 IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES        3.83
  IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                        3.83
 III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING      3.67
 III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS         3.67
 III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS          3.67
 IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM       3.67
 IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION       3.67
 IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                    3.67
 III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST      3.50
 IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS        3.50
 IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES         3.50
 IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT         3.50
 IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS            3.50
  IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS          3.50
 IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK      3.40
 III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP      3.33
 III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS        3.33
 IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU       3.33
 IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                  3.33
  IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                       3.33
  IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE        3.33
  IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS           3.33
  IA1. IS PUNCTUAL                                                  3.33
 III4. TREATS STUDENTS IMPARTIALLY                                  3.17
 III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                 3.17
 IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                 3.17
  IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                    3.17
  IA8. DEMONSTRATES PROFESSIONAL GROWTH                             3.17
  IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                      3.17
 IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT             3.00
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS      3.00
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY               3.00
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG       3.00
 IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM       3.00
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District Priorities

Appendix X

DESCRIPTION OF PROJECTED DISSEMINATION PROCEDURES

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DESCRIPTION OF PROJECTED DISSEMINATION PROCEDURES

Associate Superintendent of Instruction	Appendix C
	Appendix I
	Appendix J
Assistant Superintendent of Elementary Education	Appendix C
	Appendix D
	Appendix E
	Appendix F
	Appendix G
	Appendix H
	Appendix W (Elementary Campuses Only)
Assistant Superintendent of Secondary Education	Appendix C
	Appendix I
	Appendix J
	Appendix K
	Appendix L
	Appendix W (Secondary Campuses Only)
Director of Elementary School Curriculum	Appendix D
	Appendix E
	Appendix F
	Appendix G
	Appendix H
Elementary Instructional Coordinators	Appendix D
	Appendix E
	Appendix F
	Appendix G
	Appendix H
Director of Secondary School Curriculum	Appendix I
	Appendix J
	Appendix K
	Appendix L
Secondary Instructional Coordinators	Appendix I
	Appendix J
	Appendix K
	Appendix L
Director of Special Education	Appendix C
	Appendix O
	Appendix P
	Appendix Q

	Appendix R Appendix S Appendix T Appendix U Appendix V
Special Education Supervisor - Staff Personnel	Appendix C Appendix O Appendix P Appendix Q Appendix R Appendix S Appendix T Appendix U Appendix V
Administrative Supervisor of Elementary Special Education	Appendix O Appendix P Appendix Q Appendix R
Administrative Supervisor of Secondary Special Education	Appendix O Appendix S Appendix T
Administrative Supervisor, All Level, Special Education	Appendix O Appendix U Appendix V
Coordinator of Staff Development	Appendix C Appendix D Appendix I Appendix J Appendix M Appendix N Appendix O
Supervisors of Elementary and Secondary Guidance and Counseling	Appendix M Appendix C
Library Services	Appendix N Appendix C
Assistant Directors of Staff Personnel	Appendix C Appendix D Appendix I Appendix J Appendix W
Elementary and Secondary Principals	Appendix W (Principals will receive only the information for their campus)